

# Rachel D. Arnett

The Wharton School, University of Pennsylvania  
Philadelphia, PA 19104

rachelarnett.com  
rarnett@wharton.upenn.edu

## ACADEMIC POSITIONS

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**The Wharton School, University of Pennsylvania**  
Assistant Professor of Management

2017 – Present

## EDUCATION

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**Harvard University / Harvard Business School**  
Ph.D. in Organizational Behavior

May 2018

**Harvard University**  
Master of Arts in Psychology

May 2015

**University of Pennsylvania**  
Bachelor of Arts

May 2007

## PUBLICATIONS

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### A. Published or Forthcoming:

1. *Arnett, R.D.* Uniting through difference: Rich cultural-identity expression as a conduit to inclusion. Provisionally accepted at *Organization Science*.
2. Rattan, A., Kroeper, K., *Arnett, R.D.*, Brown, A., Murphy, M. Not Such a Complainer Anymore: Bias Confrontation that Signals a Growth Mindset Can Undercut Backlash. Forthcoming at *Journal of Personality and Social Psychology*.
3. *Arnett, R.D.*, Sidanius, J. (2018). Sacrificing status for social harmony: Concealing relatively high status identities from one's peers. *Organizational Behavior and Human Decision Processes*. 147:108–126
  - An earlier version of this paper was included in the 2015 *Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*. (Top 10% of paper submissions to the Academy of Management Annual Meeting)

### B. Articles Submitted to Refereed Journals:

4. *Arnett, R.D.*, Lee, S., Richards, K., Hewlin, P. Navigating the spotlight: A two-dimensional framework of racial and ethnic identity management. Invited for resubmission at *Administrative Science Quarterly*.
5. Clair, J., *Arnett, R.D.*, Humberd, B.H. Chen, K., McGinn, K.L. Class matters: The role of social class and agency in women leader's legitimacy narratives. Invited for second round resubmission at *Organization Science*.
6. Knowlton K, *Arnett R.D.* The road to getting it right: When and why allyship backfires facilitate more effective allyship. Invited for resubmission at *Organizational Behavior and Human Decision Processes*.

### C. Early Stage Research:

*Arnett, R.D.*, Scruggs, J., Chen, K. Diversity and risk. Data collection in progress.

Preston, M., *Arnett, R.D.* Intersectionality and role models. Data collection in progress.

## **INVITED TALKS, CONFERENCE PRESENTATIONS, AND ORGANIZED SYMPOSIA**

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*Arnett, R.D.* (August, 2022) Uniting through difference: Rich cultural-identity expression as a conduit to inclusion. Presented at Academy of Management Conference, Seattle, WA.

*Arnett, R.D., Lee, S., Richards, K., Hewlin, P.* (August, 2022) Navigating the spotlight: A two-dimensional framework of identity management. Presented at Academy of Management Conference, Seattle, WA.

*Arnett, R.D., Lee, S., Richards, K., Hewlin, P.* (May, 2022) Navigating the spotlight: A two-dimensional framework of identity management. Presented at ASQ workshop for DEI research.

*Arnett, R. D.,* (2022, April) Uniting through Differences: Cultivating Inclusion through Richly Expressing Cultural Identity Differences at Work. Invited talk for the Management and Organizations Department of the Anderson School of Management at the University of California, Los Angeles.

*Arnett, R. D.,* (2022, March) Uniting through Differences: Cultivating Inclusion through Richly Expressing Cultural Identity Differences at Work. Invited talk for the Organizational Behavior Department of Olin School of Business at Washington University in St. Louis.

*Arnett, R.D., Richards, K., Lee, S., Hewlin, P.* (2021, August) Navigating race at work: A framework of minority racial-identity management. Academy of Management Conference, Virtual Conference.

*Arnett, R. D.,* (2021, May) Uniting through Differences: Cultivating Inclusion through Richly Expressing Cultural Identity Differences at Work. Invited talk for the Yale School of Management Organizations and Management Department.

*Arnett, R. D.,* (2020, December) Uniting through Differences: Cultivating Inclusion through Richly Expressing Cultural Identity Differences at Work. Invited talk for the University of Minnesota Work and Organizations Department.

*Arnett, R. D.,* (2020, October) Uniting through Differences: Cultivating Inclusion through Richly Expressing Cultural Identity Differences at Work. Invited talk for Iowa State University Department of Management and Entrepreneurship's Distinguished Speaker Series.

*Arnett, R. D.,* (2019, November) Uniting through Differences: Cultivating Inclusion through Richly Expressing Cultural Identity Differences at Work. Invited talk at the Wharton OB Conference.

*Arnett, R. D.,* (2019, September) Uniting through Differences: Cultivating Inclusion through Richly Expressing Cultural Identity Differences at Work. Invited talk in the Decision Processes seminar at the Wharton School.

*Arnett, R. D.,* (2019, August) Ambassador at OB Division Plenary: Spotlight on Pathways to Inclusion, Academy of Management Conference, Boston, MA.

*Arnett, R. D.,* (2019, August) Approaching Job Talks. Presentation given at Presenting in the Rough Professional Development Workshop, Academy of Management Conference, Boston, MA.

*Arnett, R. D.*, (2019, March) Who will you become? The role of gender and parental role models in committing to professional & family identities. Paper presented at the Identity Research Meeting, Philadelphia, PA.

*Arnett, R. D.*, (2018, December) Making Diversity Win: Cultivating Inclusion through Expressing Cultural Identity Differences at Work. Invited talk in the Psychology Department at Yale University.

McGinn, K.M., *Arnett, R.D.*, Humberd, B.K., Chen, K. (2018, August). Class work: Interweaving social class and success stories in women's career narratives. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.

- Selected for Academy of Management Gender and Diversity in Organizations Showcase Symposium

*Arnett, R. D.*, (2018, July) Making Diversity Win: Cultivating Inclusion through Expressing Cultural Identity Differences at Work. Paper presented at the International Association of Conflict Management, Philadelphia, PA.

*Arnett, R. D.*, (2018, March) Identity Plurality and Complexity Panel. Panel participant at the Identity Research Meeting, Fontainebleau, France.

*Arnett, R. D.*, (2017, August) Making diversity win: Cultivating inclusion through expressing cultural identity differences. Paper presented at the Academy of Management Annual Meeting, Atlanta.

*Arnett, R. D.* (2017, April) Minority Cultural Identity Expression: Expectations and Willingness to Express. Paper presented at the Harvard Business School Gender & Work Conference, Boston, MA.

Clair, J.A., McGinn, K.M., Humberd, B.K., *Arnett, R.D.*, (2016, August). Class matters: Narratives of women firsts in social economic context. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.

- Selected for Academy of Management Organizational Behavior Division Showcase Symposium

*Arnett, R. D.* (2016, April) Harnessing cultural identity expression to achieve workplace inclusion. Paper presented at the Harvard Business School Gender & Work Conference, Boston, MA.

*Arnett, R. D.*, Sidanius, J. (2015, August) Me versus us: Concealing high status identities from lower status peers. Paper presented at the Academy of Management Annual Meeting, Vancouver.

- Winner of Academy of Management Organizational Behavior Division's Most Innovative Student Award
- Included in *Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*

*Arnett, R.D.* (2015, June) Empowered by parents: How parental role models influence professional and family identity construction. Paper presented at the Conference of Positive Organizational Scholarship, Orlando, FL.

*Arnett, R. D.*, Sidanius, J. (2015, May) Me versus us: Concealing high status identities from lower status peers. Paper presented at the London Business School Trans-Atlantic Doctoral Conference, London, UK.

*Arnett, R. D.*, Sidanius, J. (2015, February) Me versus us: Concealing high status identities from lower status peers. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.

*Arnett, R.D.* (2014, December) Who will you become? Committing to professional & family identities: The influence of parental role models. Invited talk at the Center for Gender in Organizations (CGO), Distinguished Scholar Speaker Series, Simmons College School of Management, Boston, MA.

*Arnett, R.D., Ely, R., McGinn, K. (2014, August) Approach and avoidance: How parental role models influence professional and family identity work. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.*

*Arnett, R.D. (2014, August). Symposium titled “New directions in professional identity work: Exploring forms of social influence” (Co-Chair and Co-Organizer). Academy of Management Annual Meeting, Philadelphia, PA.*

*Arnett, R.D., Sidanius, J. (2014, February). High status identity and relationship management: Distance and disclosure. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.*

*Arnett, R.D., Sidanius, J. (2013, August). High status identity and relationship management: Distance and disclosure. Paper presented at the Academy of Management Annual Meeting, Orlando, FL.*

*Humberd, B.K., Arnett, R.D., Clair, J.A., McGinn, K.M. (2013, August). Becoming a leader: High-achieving women’s construction of professional and personal advancement. Paper presented at the Academy of Management Annual Meeting, Orlando, FL.*

*Arnett, R.D. (2013, August). Symposium titled “Beyond gender barriers: Exploring how women overcome obstacles to career advancement” (Co-Chair and Co-Organizer). Academy of Management Annual Meeting, Orlando, FL.*

*Arnett, R.D., Kteily, N., Sidanius, J. Navarrete, C., McDonald, M. (2013, January). Outgroup fear: Fundamental, physiological, and male-targeted. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.*

## **AWARDS AND GRANTS**

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Poets & Quants [Best 40-Under-40 MBA Professors](#), 2022

Wharton School Teaching Award, 2018, 2019, 2020, 2021

Wharton Dean’s Fund, 2019 (\$15,005), 2020 (\$9,096), 2022 (\$13,616)

Wharton-INSEAD Alliance Research Award, 2018 (\$17,900)

Most Innovative Student Paper Award, Academy of Management Organizational Behavior Division (2015).  
Submission: Me versus us: Concealing high status identities from lower status peers (Awarded to one student in the Academy of Management Organizational Behavior Division).

## **TEACHING AND ADVISING**

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The Wharton School, University of Pennsylvania, Philadelphia, PA  
Instructor - Negotiations  
Spring 2018- 2021

The Wharton School, University of Pennsylvania, Philadelphia, PA

- Katie Chen: First Year Co-Advisor (with Mae McDonnell)
- Serenity Lee: Advisor

- McKenzie Preston: Second Year Paper Committee
- Karren Knowlton: Dissertation Committee

## **AD HOC REVIEWING**

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### Ad hoc Reviewer

- Organization Science, Academy of Management Journal, Administrative Science Quarterly, Organizational Behavior and Human Decision Processes, Management Science

## **LEADERSHIP, SERVICE, AND AFFILIATIONS**

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### Wharton and University of Pennsylvania

- Faculty Affiliate, Center for Africana Studies, University of Pennsylvania, 2019 – Present
- Co-Organizer, Wharton Organizational Behavior Junior Faculty Conference, 2017 – Present
- Management Department Faculty Recruiting Committee, 2019 – 2020
- Management Department Seminar Committee, 2018 – 2019, 2022 – 2023

### Academy of Management

- Member, 2011 – Present
- Presenter: OB PDW on Enduring through Gender Biases in Academia, 2022
- Panelist: OB Division Halfway There PDW, 2022
- Presenter: Presenting in the Rough, Managerial and Organizational Cognition Division of Academy of Management, 2019, 2021
- Research Round Table Host on D&I, OB Division of Academy of Management, 2021

### Society for Personality and Social Psychology

- Member, 2011 – Present

### Management Faculty of Color Association

- Member, 2020 – Present

### PhD Project Management Doctoral Students Association (MDSA)

- Presenter, Panelist, or Facilitator: 2017, 2018, 2021
- Executive Committee, 2014-2015
- Vice-President, 2013 – 2014
- Student Member, 2011 – 2017

## **PRIOR WORK EXPERIENCE**

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Young & Rubicam Advertising, Analytic Insights & Brand Strategy Group  
Senior Brand Strategist

2007-2011