TIANNA BARNES
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Wharton Profile

ACADEMIC APPOINTMENTS

UNIVERSITY OF PENNSYLVANIA, The Wharton School   **Philadelphia, PA**
  Postdoctoral Researcher (Current)
Penn Provost Postdoctoral Fellowship
Co-Advisors: Drs. Andrew (Drew) Carton and Stephanie Creary

EDUCATION

UNIVERSITY OF MINNESOTA, Carlson School of Management   **Twin Cities, MN**
Ph.D., Business Administration – Work and Organizations (2020)
  Dissertation: When moral identity lapses: Extending prosocial behaviors through a social moral identity
  Committee: Drs. Connie Wanberg (chair), John Kammeyer-Mueller (advisor), David Sluss, Christopher Federico, and Abdifatah Ali

UNIVERSITY OF NORTH CAROLINA   **Chapel Hill, NC**
B.A., Psychology, Cum Laude (2015)
B.A., Women/Gender Studies
  Lab Advisor: Dr. Mitchell (Mitch) Prinstein
  McNair Advisor: Dr. Shimul Melwani

RESEARCH INTERESTS & EXPERTISE

My research explores how people make sense of multiple social identities, with an emphasis on social group membership perceptions. There are various social groups that people identify with. These are often referred to as social identity groups (e.g., race, ERGs). The connection, association, and relationship people have with their social identity groups (i.e., membership perceptions) has implications for how they then engage with those social identities. I'm most curious about that process; specifically, how individual's think about themselves as "one part of a whole," or one member of a larger social group.

With this, I explore two broader questions: 1) How do non-work and work-related social identity group membership perceptions interact? 2) What are the work consequences of those interactions? I also consider these outcomes at different work stages, such as the organizational newcomer experience versus that of established organizational members.

PAPERS UNDER REVIEW OR REVISION

Barnes, T., Hurst, C., Kammeyer-Mueller, J., & Livingston, B. A. [Newcomer Sense of Belonging]. *Invited revision, Academy of Management Journal.*

Creary, S., **Barnes, T**., & Moore, O. [Allyship]. *Under review, Organizational Behavior and Human Decision Processes*

WORKING PAPERS

Barnes, T. & Kammeyer-Mueller, J. The moral source matters: The consequence of priming an abstract versus

a social moral identity. Status*: Submission Preparation. Target Journal: Journal of Personality and Social Psychology*

Barnes, T. Underrepresented newcomers and the social consequence of identity shocks. Status*: Manuscript Development.* Target Journal: *Academy of Management Review*.

Yang, Tiantian, Bao, J., **Barnes, T.,** & Leung, M. Self-presentation and racial hiring inequality: Evidence from a low wage market. Status: *Manuscript Development.* Target Journal: *Organization Science*

ONGOING PROJECTS

Annual Review of Organizational Psychology and Organizational Behavior. [With John Kammeyer-Mueller & Alex Rubenstein].

Employee Resource Groups. [With Lumumba Seegars & Lyangela Gutierrez].

Social Moral Identity Intervention.

Representation Identity.

Stigma and Featurism.

ACADEMIC HONORS & AWARDS

- Academy of Management Gender & Diversity in Organizations Division Outstanding Reviewer 2021
- Wharton Center for Leadership and Change Management Diversity and Inclusion Initiative   2021
- Harvard Business School Gender Initiatives Conference Invitee   2019
- Work and Organizations Department Anne Tsui, PhD "Dare to Care" Award   2019
- Virginia Tech's Future Faculty Development Program Invitee   2018
- Carlson School of Management Dean's Small Research Grant   2018
- Department Most Innovative Student Project   2018
- Work and Organizations Departmental Grant   2017
- Carlson School of Management PhD Research Travel Fellowship   2017
- Work and Organizations Departmental Grant   2016
- Work and Organizations Departmental Grant   2015
- Ronald E. McNair Scholar   2013
- Psi Chi International Honor Society in Psychology   2013
- Carolina Research Scholar, UNC - Chapel Hill   2013
- Hayden B. Renwick Award in Academic Excellence, UNC - Chapel Hill   2012; 2013

REFEREED CONFERENCE PRESENTATIONS

LEAP at work: Examining the effects of race-based allyship training in the workplace   2022
Academy of Management Conference, Co-Presenter (Stephanie Creary)

LEAP at work: Examining the effects of race-based allyship training in the workplace   2022
International Association for Conflict Management, Co-Presenter (Stephanie Creary)

The moral source matters: The consequence of priming value-based versus identity-based moral identities.
Harvard Business School Rising Scholars Conference 2021

The moral source matters: The consequence of priming value-based versus identity-based moral identities.
Society for Personality and Social Psychology Self & Identity Preconference 2021

The moral source matters: The consequence of priming value-based versus identity-based moral identities.
Stanford Graduate School of Business Rising Scholars Conference 2020

The Space Between Us: How high performance and stigmas influence peer contempt and behaviors.
Society for Industrial and Organizational Psychology Conference (Canceled due to COVID-19) 2020

Ironic evaluation and the effects of stereotype suppression on employee selection.
Academy of Management Conference 2018

When resolve falters: Poor fit with adviser reduces benefits of newcomer proactive personality.
Academy of Management Conference 2018

Bringing your home to work with you: Enhancing work outcomes through collective moral identities.
Academy of Management Conference 2017

"What Now?" An examination of the development and dissolution of workplace friendships.
Southeastern Association of Educational Opportunity Program Personnel Conference 2014

INVITED RESEARCH PRESENTATIONS

University of Pennsylvania, *Wharton Diversity, Equity, and Inclusion Convening* 2021

University of Washington, *Ascend* 2021

University of Virginia, *Darden School of Business* 2019

Virginia Polytechnic Institute and State University, *Pamplin College of Business* 2018

INVITED PANELS & WORKSHOPS

Positive Organizational Scholarship Track Leader – "*POISED for the DEEP end*"	2022
Wharton Organizational Behavior Conference – Facilitator	2021
McNair Business School Panel	2021
AOM Conference PDW – "Success in the post-doc and beyond"	2021
AOM Conference PDW – "Halfway there"	2021
New Doctoral Student Consortium Panel	2019
PhD Project MDSA Conference – "Don't Waste Your Third Year"	2019
UMN Department Practicum – "Effective Teaching"	2019
Delta Sigma Pi Business Fraternity – "Diversity and Inclusion"	2018
UMN Department Practicum – "Conference Presenting"	2018
UMN Department Practicum – "Research Collaborations"	2017
PhD Project MDSA Conference – "Passing Your Comprehensive Exams"	2016
Management and Organizational Behavior (MBA 6110) - "Diversity and Inclusion"	2015

CONFERENCE SYMPOSIA & PROFESSIONAL DEVELOPMENT WORKSHOPS

Barnes, T. (Organizer), Petsko, C. (Organizer), Younge, A. (Organizer), Akinola, M. (Presenter), Block, C. (Presenter), Norton, M. (Presenter), Rattan, A. (Presenter), Creary, S. (Presenter), Kinias, Z. (Presenter), Pearce, N. (Presenter), Rosette, A. (Presenter). (August 2022). *Teaching Diversity, Equity, and Inclusion.* Professional Development Workshop at the annual Academy of Management conference, Seattle, Washington.

Barnes, T. (Organizer & Presenter), Beaver, G. (Organizer), Gardner, D. (Presenter), Pahng, P. (Presenter), Lyle, M. (Presenter), Volpone, S. (Discussant). (August 2018). *Stigma, Stereotypes, and Selection: A Reality in Review*. Co-Chair Symposia at the annual Academy of Management conference, Chicago, Illinois.

Barnes, T. (Organizer & Presenter), Liu, Y. (Organizer & Presenter), Dossinger., K.(Presenter), Fan.,Y. (Presenter) Sluss., D. (Discussant). (August 2017). *Newcomer Socialization: Revisiting the Social Context*. Co-Chair Symposia at the annual Academy of Management conference, Atlanta, Georgia.

TEACHING PORTFOLIO
UNIVERSITY OF PENNSYLVANIA
Teaching Assistant

Leading Diversity *(MBA)*	2022
Foundations of Teamwork and Leadership *(MBA)*	2020; 2021; 2022

UNIVERSITY OF MINNESOTA

Instructor (Course)	Instructor Ratings
Introduction to Organizational Behavior - Fall 2017 *(Undergraduate)*	*5.7 of 6.0*
Introduction to Organizational Behavior and Performance - Fall 2017 *(Undergraduate)*	*5.7 of 6.0*

Instructor (Compact Course)

Introduction to R Software *(Undergraduate & MBA)*	2018

Teaching Assistant *(Undergraduate & MBA)*

Creating and Managing Diversity and Inclusion	2020
Personnel Economics	2019
Organizational Behavior Foundations of High-Impact	2019
Employee Development: Creating a Competitive Advantage	2019
Honors Thesis Seminar	2018
HRIR in Practice	2018
Organizational Behavior	2017
Employment and Labor Law	2017
Management of Groups	2017
Leading Others	2016; 2019; 2020
Negotiation Strategies	2015; 2016; 2019

SERVICE TO THE ACADEMY
Academy of Management

- GDO, OB, and HR Divisions Ad hoc Reviewer (2017-Present)
- OB Division Adopt-A-Member Mentor Program (2018)

The PhD Project

- Management Doctoral Student Association Conference Mentor (2019)
- Management Doctoral Student Association Planning Committee (2018 – 2019)
- PhD Project Conference Organizational Behavior Panelist (2018)
- Management Doctoral Student Association Executive Committee Vice President (2017 – 2018)
  Management Doctoral Student Association Conference Sessions Committee Co-Chair *(w/ Ashli Carter) (*2016 – 2017)
- DocNet Consortium of Business Doctoral Programs Panelist (2016)

Academic Journals

- Administrative Science Quarterly Journal Student Interviewer (2016)

IN THE MEDIA

Women's Arduous Climb Up the Corporate Ladder. (March, 2021)

Why It's Essential to Separate Your Self-Worth From Your Work. (June, 2019)

Transforming Your Mindset: The Identity of an Entrepreneur (August, 2021)

Womxn 4 Womxn for Black Lives: Gendered Racism in the U.S.A (June, 2020)

SERVICE & PROFESSIONAL AFFILIATIONS

Academy of Management
   Organizational Behavior, Gender and Diversity in Organizations, Human Resources Division
Penn Black Graduate and Professional Student Assembly
Positive Organizational Scholarship (POS)
Society of Human Resource Management
Society for Industrial and Organizational Psychology (SIOP)
Society for Personality and Social Psychology (SPSP)
The PhD Project
Wharton IDEAS Lab

REFERENCES

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