

Rachel D. Arnett

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ACADEMIC POSITIONS

The Wharton School, University of Pennsylvania
Assistant Professor of Management

2017 – Present

EDUCATION

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

A. Published:

1. *Arnett, R.D., Lee, S., Hewlin, P. (2026). A curation approach to identity management: The costs of combining identity expression and suppression. *Administrative Science Quarterly*.*
2. *Arnett, R.D. (2023) Uniting through difference: Rich cultural-identity expression as a conduit to inclusion. *Organization Science*. 34(5), 1887-1913.*
 - Runner Up for Outstanding Publication in OB Award, Academy of Management OB Division, 2024
3. *Rattan, A., Kroeper, K., Arnett, R.D., Brown, A., Murphy, M. (2022). Not such a complainer anymore: Bias confrontation that signals a growth mindset can undercut backlash. *Journal of Personality and Social Psychology*. 124(2), 344-361.*
4. *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*
 - Winner of Most Innovative Student Paper Award, Academy of Management OB Division, 2015
 - 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:

5. *Arnett, R.D., Hu, A., Reconceptualizing identity management: Introducing the BRAVE model of how benefit and risk appraisals shape identity management approaches. Under review at *Academy of Management Review*.*

6. Zhang, T., White, M., *Arnett, R.D.* Hayirli, T., Akinola, M., Mixed messages: Under-represented minorities receive more conflicting aggregated feedback. Invited for revision at *Administrative Science Quarterly*.

C. Select Work in Progress:

Arnett, R.D., Scruggs, J., Chen, K. Diversity error risk: When perceptions of risk relating to diversity deter vs. enhance advocacy.

Arnett, R.D., Flynn, E., Jiang, B., Hewlin, P. Why encouraging identity expression is insufficient for mitigating suppression: A value–threat framework of identity management.

Trzebiatowski, T., Scruggs, J., *Arnett, R.D.*, How AI conversations influence allyship.

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.

Chen, K., *Arnett, R.D.*, Wrzesniewski, A., Not in it for the money: How employers penalize prosocial motivation signals in social impact contexts.

Arnett, R. D. and C. K. Chan. “Approaching and avoiding: How parental role models influence professional and family identity construction.”

INVITED TALKS

2026

- Harvard University, Harvard Business School, Organizational Behavior Unit
- Massachusetts Institute of Technology, Sloan School of Management, Work and Organization Studies Department

2025

- Duke University, Fuqua School of Business, Management and Organization Area
- Rutgers University, Rutgers Business School, Management and Global Business Department
- Drexel University, LeBow College of Business, Management Department

2023

- University of California Berkeley, Haas School of Business, Management of Organizations Department.
- Declined due to maternity leave: Northwestern University, Kellogg School of Management, Management & Organizations department
- Declined due to maternity leave: Emory University, Goizueta Business School, Organization & Management Area

2022

- University of California Los Angeles, Anderson School of Management, Management and Organizations Department.
- Washington University in St. Louis, Olin School of Business, Organizational Behavior Department.

2021

- Yale University, School of Management, Organizations and Management Department

2020

- University of Minnesota, Carlson School of Management, Work and Organizations Department.

- Iowa State University, Ivy College of Business, Department of Management and Entrepreneurship, Distinguished Speaker Series.
- 2019
- University of Pennsylvania, The Wharton School, Organizational Behavior Conference.
 - University of Pennsylvania, The Wharton School, Decision Processes Seminar
- 2018
- Yale University, Psychology Department
- 2014
- Simmons College, School of Management, Center for Gender in Organizations (CGO), Distinguished Scholar Speaker Series

CONFERENCE PRESENTATIONS, SYMPOSIA, AND WORKSHOPS

Organized Symposia

- Symposium Co-Organizer: “Perceiving and disrupting discrimination in organizations.” Academy of Management Annual Meeting, Seattle, WA, 2022.
- Symposium Co-Organizer: “Leveraging identities for social change.” Academy of Management Annual Meeting, Philadelphia, PA (Virtual), 2021.
- Symposium Co-Organizer: “New directions in professional identity work: Exploring forms of social influence.” Academy of Management Annual Meeting, Philadelphia, PA, 2014.
- Symposium Co-Organizer: “Beyond barriers: Exploring how women overcome obstacles to career advancement.” Academy of Management Annual Meeting, Orlando, FL, 2013.

Invited Discussant, Panelist, and Workshop Roles

- Panelist, “Navigating Intersectional Identities and their Impact on Impression Management at Work” Caucus, Academy of Management Conference, Copenhagen, Denmark, 2025
- Panelist, “Beyond Backlash: Disrupting DEI Backlash and Building Allyship” Caucus, Academy of Management Conference, Copenhagen, Denmark, 2025
- Discussant, “Flawless fronts: Exploring impression managements of marginalized identities and contextual influences” Symposium. Academy of Management Conference, Chicago, IL, 2024.
- Presenter, “Enduring through Gender Biases in Academia: Understanding Experiences, Challenges, and Solutions” Professional Development Workshop. Academy of Management Conference, Seattle, WA, 2022
- Presenter, “Half-way there” OB Division Professional Development Workshop. Academy of Management Conference, Seattle, WA, 2022
- Research Round Table Host on D&I, OB Division of Academy of Management, Philadelphia, PA (Virtual), 2021
- Ambassador, OB Division Plenary: “Spotlight on Pathways to Inclusion.” Academy of Management Conference, Boston, MA, 2019.
- Presenter, “Approaching Job Talks”. MOC Presenting in the Rough Professional Development Workshop, Academy of Management Conference, Boston, MA, 2019.
- Panelist, “Identity Plurality and Complexity” Panel. Identity Research Meeting, Fontainebleau, France, 2018.

Conference Presentations

- *Arnett, R.D., Lee, S., Hewlin, P.* (August, 2025) A Curation Approach to Minority Identity: The Costs of Balancing Identity Manifestation & Suppression. Presenting at Academy of Management Conference, Copenhagen, Denmark, 2025
- *Arnett, R.D., Scruggs, J., Chen, K.* (August, 2025) Diversity error risk: When perceptions of risk relating to diversity deter vs. enhance advocacy. Presenting at Academy of Management Conference, Copenhagen, Denmark, 2025
- *Arnett, R.D., Lee, S., Hewlin, P.* (March, 2025) A Curation Approach to Minority Identity: The Costs of Balancing Identity Manifestation & Suppression. Presented at Identity Research Group, Boston, MA.
- *Arnett, R.D., Jiang, B., Lee, S., Hewlin, P.* (August, 2024) A Two-Dimensional Framework of Minority Racial-Identity Management: The Potential for Mixed Motives and How to Overcome Them. Presented at Academy of Management Conference, Chicago, IL.
- *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., 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.*, (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.
- 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.
 - o 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.*, (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.
 - o 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.
 - o 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., 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., 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, GRANTS, HONORS

Awards and Honors

- Claude Marion Endowed Faculty Scholar at Wharton, 2023-2025
- Runner Up for Outstanding Publication in OB Award, Academy of Management OB Division, 2024
- Poets & Quants [Best 40-Under-40 MBA Professors](#), 2022
- Wharton School Teaching Award, 2018, 2019, 2020, 2021
- AOM OB Doctoral Consortium Nominee, Harvard Business School, 2016
- Most Innovative Student Paper Award, Academy of Management OB Division, 2015

Grants

- Wharton Dean's Fund, 2019, 2020, 2022, 2026
- Wharton Leadership Center Grant, 2023, 2025
- Wharton ESG Initiative Opportunity Lab, 2025
- Wharton Center for Leadership and Change Management, 2021
- Wharton-INSEAD Alliance Research Award, 2018

LEADERSHIP, SERVICE, AND AFFILIATIONS

Wharton and University of Pennsylvania

Leadership, Affiliations, and Committees

- Co-Organizer, Wharton Organizational Behavior Junior Faculty Conference, 2017 – Present
- Co-Organizer, IDEAS Lab, Wharton Management Department, 2017 – Present
- Faculty Affiliate, Center for Africana Studies, University of Pennsylvania, 2019 – Present
- Management Department Doctoral Admissions Committee, 2024-2025
- Management Department Faculty Recruiting Committee, 2019 – 2020
- Management Department Seminar Committee, 2018 – 2019, 2022 – 2023

Presentations and Panels

- Presenter and Panelist, Introduction to Diversity in Doctoral Education and Scholarship (IDDEAS), 2018, 2022, 2024
- Panelist, Return on Equity, Courageous Conversations, 2021
- Presenter, Wharton PhD Admit Day, 2021
- Presenter, Wharton HBCU Visit Day, 2020
- Presenter, Explore Wharton Prospective MBA Event, 2019
- Presenter, Wharton Friends and Family Undergraduate Weekend, 2019
- Panelist, Wharton Society for the Advancement of Women in Business Academia (WSAWBA), 2018
- Panelist, Successful Transition & Empowerment Program (STEP), 2017

Academy of Management

- Member, 2011 – Present

Society for Personality and Social Psychology

- Member, 2011 – Present

Management Faculty of Color Association

- Member, 2020 – Present

PhD Project Management Doctoral Students Association (MDSA)

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

TEACHING AND ADVISING

The Wharton School, University of Pennsylvania, Philadelphia, PA

Instructor - Negotiations

Spring 2018- 2021; 2025-2026

The Wharton School, University of Pennsylvania, Philadelphia, PA

- Brook Jiang: Second Year Paper Committee
- Katie Chen: Second-Year Paper Co-Chair
- Serenity Lee: Second-Year Paper Committee; Dissertation Committee

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

EDITORIAL BOARDS AND AD HOC REVIEWING

Editorial Board

- Organization Science, 2025 – Present

Ad hoc Reviewer

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

PRIOR WORK EXPERIENCE

Young & Rubicam Advertising, Analytic Insights & Brand Strategy Group

2007-2011