

Rachel D. Arnett

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ACADEMIC POSITIONS

The Wharton School, University of Pennsylvania
Assistant Professor of Management
2017 – Present

EDUCATION

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

Harvard University
Master of Arts in Psychology

University of Pennsylvania
Bachelor of Arts

PUBLICATIONS

*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*

MANUSCRIPTS UNDER REVIEW

Arnett, R.D., Humberd, B.H.*, Clair, J., McGinn, K.L., Chen, K., Class matters: The role of social class and agency in women leader's legitimacy narratives. Invited Resubmission at *Organization Science*.*

*Indicates joint first authorship

*Arnett, R.D., Navarrete, C.D., Sidanius, J. If Michael Brown had been Michelle Brown: Threat-based intergroup prejudice is fundamentally gendered. Invited Resubmission at *Group Processes and Intergroup Relations*.*

WORKING PAPERS

*Arnett, R.D. Making diversity win: Cultivating inclusion through expressing cultural identity differences at work. In preparation for submission to *Organization Science*.*

*Arnett, R.D., Richards, K. Enabling cultural authenticity at work: Why employees conceal cultural differences and how to encourage cultural authenticity. Data collection in progress. Target journal: *Organization Science*.*

*Arnett, R.D., Knowlton, K., Preston, M., Schaumberg, R.L. Empowering minorities at the negotiation table: Leveraging cultural-identity expression to increase joint negotiation outcomes. Data collection in progress. Target journal: *Organization Science*.*

*Arnett, R.D., Scruggs, J., Wolf, E.B., What if it happened to me? The power of analogous perspective-taking for inciting organizational change. Data collection in progress. Target journal: *Academy of Management Journal*.*

Arnett, R.D. Who will you become? The role of gender and parental role models in committing to professional & family identities. Data analysis in progress. Target journal: *Administrative Science Quarterly*.

Arnett, R.D. Gender and high status disclosure. Data collection in progress. Target journal: *Organizational Behavior and Human Decision Processes*.

Kroeper, K., Rattan, A., *Arnett, R.D.*, Brown, A., Murphy, M. Not Such a Complainer Anymore: Bias Confrontation that Signals a Growth Mindset can Undercut Backlash. Data collection in progress.

Wolf, E.B., Johnson, E., *Arnett, R.D.*, Gender and claiming credit: The benefits of asserting passion. Data collection in progress.

CONFERENCE PROCEEDINGS

Arnett, R.D., Sidanius, J. 2015. Me versus us: Concealing high status identities from lower status peers. In John Humphreys (Ed.), *Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*. (Top 10% of paper submissions to the Academy of Management Annual Meeting)

INVITED TALKS, CONFERENCE PRESENTATIONS, AND ORGANIZED SYMPOSIA

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

Wharton School Teaching Award, 2018

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

The Wharton School, University of Pennsylvania, Philadelphia, PA
Instructor - Negotiations
Spring 2018, Spring 2019

The Wharton School, University of Pennsylvania, Philadelphia, PA
Dissertation Committees
Karren Knowlton (Wharton Management)

SERVICE AND AFFILIATIONS

Ad hoc Reviewer, Organization Science, 2017 – Present
OB Junior Faculty Conference, 2017 – Present
- Co-Organizer, 2017 – Present
Academy of Management, Member, 2011 – Present
The PhD Project Management Doctoral Students Association (MDSA), 2011 – 2017
- Served as Vice-President, 2013 – 2014
Society for Personality and Social Psychology, Member, 2011 – Present
Social Psychology Network, Member, 2011 – Present
American Psychological Association, Member, 2011 – Present

PRIOR WORK EXPERIENCE

Young & Rubicam Advertising, Analytic Insights & Brand Strategy Group
2007 – 2011