

Lyangela Gutierrez

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ACADEMIC APPOINTMENTS

University of Virginia **2021-Present**
Postdoctoral Research Associate of Diversity, Equity, and Inclusion
Frank Batten School of Leadership and Public Policy

EDUCATION

University of California, Los Angeles **2021**
PhD in Management & Organizations

Rice University **2015**
Bachelor of Arts in Psychology and Spanish & Portuguese Studies
Graduated with honors in Psychology
Cum laude

RESEARCH INTERESTS

Racial and gender inequity in organizations; diversity; inclusion; inequality

PUBLICATIONS AND MANUSCRIPTS UNDER REVIEW

Gutierrez, L. J. & Nguyen, L. T. (invited chapter, in press). Perceptions of diversity in organizations. In R. Gurung (Ed.) *The Routledge Encyclopedia of Psychology in the Real World*. Abingdon, UK: Routledge.

Gutierrez, L. J., & Unzueta, M. M. (2021). My kind of guy: Social dominance orientation, hierarchy-relevance, and tolerance of racist job candidates. *Personality and Social Psychology Bulletin*.

Ubaka, A., Lu, X. X., & **Gutierrez, L. J.** Testing the generalizability of the White leadership standard in the post-Obama era. *Conditional acceptance at Leadership Quarterly*.

Gutierrez, L. J. & Kellar, S. K. The business versus employee case for inclusion: Implications for organizations. *Revise and Resubmit at Research for Issues in Social Management (V.3): The Future of Diversity & Inclusion*.

RESEARCH IN PROGRESS

Gutierrez, L. J., & Unzueta, M. M. Minorities' Perceptions of Majority Members' Involvement in Affinity Groups: A Critical Examination of Ally Behavior. *Manuscript in prep*.

Gutierrez, L. J., Choi, D., Does, S., & Shih, M. Approach vs. avoidance framing in organizational gender policies and its impact on men's attitudes and behavioral intentions toward women. *Study design stage*.

Gutierrez, L. J.*, & Knowlton, K.* "Why was I accepted?" How trailblazer mindsets predict tokens' organizational investment. *Study design stage*. *Denotes equal authorship.

Gutierrez, L. J., Kellar, S. K., & Unzueta, M. M. Organizations' focus on diversity & inclusion during the COVID-19 pandemic. *Data analysis stage*.

Whitson, J. A., Smith, A. N., **Gutierrez, L. J.*** Microaggressions, group commitment, and innovation. *Data collection stage*.

Gutierrez, L. J., McClanahan, K. J., Kellar, S. M., & Birnbaum, H. The case for diversity & dehumanization of racial minorities. *Data collection stage*.

McClanahan, K. J., **Gutierrez, L. J.**, & Unzueta, M. M. Definitions of allyship and consequences for ally efforts. *Data analysis stage*.

INVITED TALKS

Gutierrez, L. J. (2021, February). Social dominance orientation, hierarchy-relevance, and tolerance of racist job candidates. University of Virginia, Charlottesville, VA.

Gutierrez, L. J. (2021, March). Social dominance orientation, hierarchy-relevance, and tolerance of racist job candidates. University of Southern California, Los Angeles, CA.

CONFERENCE PRESENTATIONS

Gutierrez, L. J., McClanahan, K. J., Kellar, S. K., & Birnbaum, H. (2021, August). The business case for diversity leads to the dehumanization of racial minorities. *Academy of Management Conference*, virtual.

Ubaka, A., Lu, X. X., & **Gutierrez, L. J.** (2021, February). Is White always the standard? Using replication to revisit & extend what we know about leader prototypes. *Society for Personality and Social Psychology Conference*, virtual.

Gutierrez, L. J., & Kellar, S. K. (2021, February). "For business" versus "for employee well-being": Justifications for inclusion in organizations. *Society for Personality and Social Psychology Conference*, virtual.

Ubaka, A., Lu, X. X., & **Gutierrez, L. J.** (2020, August). *Taking another look at race and the American leadership prototype... *Academy of Management Conference*, virtual.
*Received Academy of Management Annual Meeting Best Paper Award
*Received Gender & Diversity in Organizations (GDO) Best Student Conference Paper Award

Gutierrez, L. J. & Unzueta, M. M. (2020, July). “My kind of guy”: SDO predicts tolerance of a racist job candidate. *International Association for Conflict Management*, virtual.

Gutierrez, L. J., & Unzueta, M. M. (2020, February). How the presence of a minority leader affects perceptions of organizational diversity and fairness. *Society for Personality and Social Psychology conference*, New Orleans, LA.

Gutierrez, L. J., & Unzueta, M. M. (2019, August). “My kind of guy”: SDO predicts tolerance of a job candidate with a racist past. *Academy of Management conference*, Boston, MA.

Robinson, A., **Gutierrez, L. J.**, Scroggins, L., Smith, A. N., Whitson, J. A. (2018, November). “Microaggressions: Negative impact on psychological Safety, engagement and turnover intentions.” *Southern Management Association conference*, Lexington, KY.

GRANTS, FELLOWSHIPS, AND AWARDS

Community Catalyst Grant, Society for Personality and Social Psychology, 2020. (\$1,200)

Dare to Care Award, University of California-Los Angeles, 2020. (\$3,000)

Graduate Summer Research Mentorship, University of California-Los Angeles, 2018. (\$6,000)

Eugene V. Cota-Robles Fellowship, University of California-Los Angeles, 2016-2020. (\$50,000)

Cervantes Award, Rice University, 2015. (\$100)

Rice Undergraduate Scholars Program (RUSP), Rice University, 2014-2015. (\$1,300)

SERVICE TO PROFESSION AND COMMUNITY

Co-founder of ¡PODER!: A Latinx Community-Building Network **2020-Present**
Created to build community and network among Latinx social psychology scholars
Society for Personality and Social Psychology

Bruin SynaptoGenesis Mentor **2020-2021**
Mentored undergraduate students interested in applying for graduate school
University of California, Los Angeles

Membership Committee Member **2015-2021**
Helped recruit and retain underrepresented minority PhD students in Management
The PhD Project

Rice Alumni Interviewer **2016-2020**
Conducted interviews with high school students who apply to Rice University
Rice University

Graduate Student Panelist **2019**
Spoke about my experiences in summer undergraduate research programs and the graduate school application process to underrepresented minority college students
Community College to PhD Scholars Program (CC2PhD)

Assisted Reviews for Journals (JESP, PSPB) **2016-2019**
Helped review manuscripts to practice the reviewing process, wherein parts of my review were used in the formal response to authors.
University of California, Los Angeles

Service Committee Co-chair **2017-2018**
Co-led a committee that produced a conference workshop related to organizational diversity & inclusion issues
The PhD Project

Reviewer for Gender and Diversity in Organizations (GDO) Division **2016-2018**
Reviewed several academic submissions for the AoM conference
Academy of Management Conference

ACADEMIC AFFILIATIONS

Academy of Management
The PhD Project
Society of Personality and Social Psychology
International Association for Conflict Management

TEACHING EXPERIENCE

Teaching Assistant **2016-2020**
Responsibilities included grading assignments, assisting with class exercises and case studies, meeting with students, aiding in class design, and guest lecturing on the topic of gender and negotiations.
University of California, Los Angeles

- MGMT 414A: Leadership Foundations
- MGMT 409: Organizational Behavior
- MGMT 286: Negotiations Behavior
- MGMT 282: Optimizing Team Performance
- MGMTGEX 404: Negotiations Behavior (in Singapore)

REFERENCES

Miguel Unzueta, Professor, UCLA Anderson School of Management
miguel.unzueta@anderson.ucla.edu

Jennifer Whitson, Associate Professor, UCLA Anderson School of Management
jennifer.whitson@anderson.ucla.edu

Margaret Shih, Professor, UCLA Anderson School of Management
margaret.shih@anderson.ucla.edu