

# Lyangela Gutierrez

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## ACADEMIC APPOINTMENTS

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University of Virginia 2021-Present  
Postdoctoral Research Associate  
Frank Batten School of Leadership and Public Policy

## EDUCATION

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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

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

## PUBLICATIONS

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Ubaka, A., Lu, X. X., & **Gutierrez, L. J.** (2022). Testing the generalizability of the White leadership standard in the post-Obama era. *Leadership Quarterly*.

**Gutierrez, L. J.** & Kellar, S. K. (2022) The business versus employee case for inclusion: Implications for organizations. *Research for Issues in Social Management (V.3): The Future of Diversity & Inclusion*.

**Gutierrez, L. J.** & Nguyen, L. T. (invited chapter). 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*.

## SELECT RESEARCH IN PROGRESS

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**Gutierrez, L. J.** & Unzueta, M. M. Unintended consequences of allyship. Working paper. In preparation for submission to *Organizational Behavior and Human Decision Processes*.

**Gutierrez, L. J.** & Unzueta, M. M. Tokenism and diversity perceptions. *Manuscript in prep*.

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

**Gutierrez, L. J.,** McClanahan, K. J., Kellar, S. M., & Birnbaum, H. The case for diversity & treatment of racial minorities. *Follow-up study design stage.*

Pai, J., **Gutierrez, L. J.,** Belmi, P., & Adams, G. S. Interminority racism. *Data collection stage.*

**Gutierrez, L. J.,** Belmi, P., & Roshni, R. Race & AI/Technology. *Data analysis stage.*

Barnes, T., **Gutierrez, L. J.,** & Seegars, L. Employee Resource Groups. *Data collection stage.*

\*Note: authorship order is alphabetical

## INVITED TALKS & PRESENTATIONS

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### 2023

Fisher School of Business, Ohio State University

### 2022

Marshall School of Business, University of Southern California

School of Business, Rutgers University-Camden

College of Business Administration, Loyola Marymount University

College of Business Administration, Cal Poly Pomona

Albers School of Business and Economics, Seattle University

Batten School of Leadership and Public Policy, University of Virginia

Darden School of Business, University of Virginia. *BattenX: Darden Training on Systemic Inequities and Allyship.*

### 2021

Batten School of Leadership and Public Policy, University of Virginia

Marshall School of Business, University of Southern California

## CONFERENCE ACTIVITY

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*PDW Discussant:* Making the Most of It: Being Successful in a Postdoc and Beyond (2023, August). *Academy of Management Conference*, Boston, MA.

**Gutierrez, L. J.** (2023, July). The Effect of Employee Representative Characteristics on Perceived Organizational Diversity and Fairness. *Poster accepted for the International Association of Conflict Management Conference*, Thessaloniki, Greece.

*PDW Organizer:* Doing Latinx Research and Being Latinx Researchers (2022, August). *Academy of Management Conference*, Seattle, MA.

**Gutierrez, L. J.** (2022, August). Minorities' Perceptions of Whites' / Men's Participation in Affinity Groups. *Academy of Management Conference*, Seattle, WA.

**Gutierrez, L. J.** (2022, March). Minorities' Perceptions of Majority Member Participation in Affinity Groups. *Dismantling Bias Conference: Shifting Diversity Equity Inclusion Paradigms for Workplaces of the Future*, West Lafayette, IN.

**Gutierrez, L. J.** (2022, February). Minorities' Perceptions of Majority Member Participation in Affinity Groups. *Society for Personality and Social Psychology Conference*, virtual.

**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.

*PDW Organizer*: Integrate, Initiate, Innovate! Bridging the Gap in Diversity & Inclusion Field Research (2019, August). *Academy of Management Conference*, Boston, MA

**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.

*PDW Organizer*: Moving Beyond the Conversation: Building a Research Agenda to Create More Inclusive Organizations. *Academy of Management conference*, Chicago, IL.

## GRANTS, FELLOWSHIPS, AND AWARDS

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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

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Co-founder of ¡PODER!: A Latinx Community-Building Network, <i>SPSP</i>	<b>2020-Present</b>
Bruin SynaptoGenesis Mentor, <i>University of California, Los Angeles</i>	<b>2020-2021</b>
Membership Committee Member, <i>The PhD Project</i>	<b>2015-2021</b>
Rice Alumni Interviewer, <i>Rice University</i>	<b>2016-2020</b>
Graduate Student Panelist, <i>Community College to PhD Scholars Program</i>	<b>2019</b>
Assisted Reviews for Journals (JESP, PSPB), <i>University of California, Los Angeles</i>	<b>2016-2019</b>
Service Committee Co-chair, <i>The PhD Project</i>	<b>2017-2018</b>
Reviewer for Gender and Diversity in Organizations (GDO) Division, <i>AoM</i>	<b>2016-2018</b>

## ACADEMIC AFFILIATIONS

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Academy of Management (2015-Present)  
The PhD Project (2015-Present)  
Society of Personality and Social Psychology (2016-Present)  
International Association for Conflict Management (2019-Present)

## TEACHING EXPERIENCE

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Instructor **Spring 2022, Spring & Fall 2023**  
*Responsibilities included designing course content, creating lesson plans for interactive classes, executing class exercises, and meeting with students.*

*University of Virginia*

- LPPL 3100/2600: Foundations of Behavioral Science

Teaching Assistant **2016-2020**  
*Responsibilities included grading assignments, assisting with class exercises and case studies, meeting students, aiding in class design, and guest lecturing on 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

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

**Sophie Trawalter**, Associate Professor, University of Virginia  
strawalter@virginia.edu

**Gabrielle Adams**, Associate Professor, University of Virginia  
gadams@virginia.edu