

Olivia Anne Foster-Gimbel

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EMPLOYMENT

Rutgers Business School – Newark and New Brunswick, Newark, NJ

Assistant Professor, Management and Global Business

2024-Present

EDUCATION

New York University Stern School of Business, New York, NY

2018-2024

M. Phil., Management and Organizations

2022

PhD candidate in Management and Organizations

Dissertation: “Fine Lines and Dances:” Understanding (and overcoming) the challenges of allyship at work

Committee: L. Taylor Phillips (chair), Dolly Chugh, Batia Wiesenfeld, Beth Bechky

Selected for a 2022 RRBM “Dare to Care” Dissertation Scholarship

Awarded 2024 Harold W. MacDowell Prize for one Stern Ph.D. graduate who best exemplifies the qualities of and dedication to scholarship

Northwestern University, Evanston, IL

2011-2015

Bachelor of Arts in Psychology (with Honors)

Minors in Legal Studies and International Studies, certificate in Integrated Marketing Communications

Danish Institute of Study Abroad, Copenhagen, DNK

2013

RESEARCH INTERESTS

Allyship; Perceptions of inequity; Intergroup interactions; Privilege

PUBLICATIONS

1. Andersson, P.... **Foster-Gimbel, O. A....** & colleagues. (In Press). Anger and disgust shape judgments of social sanctions across cultures, especially in high individual autonomy societies. *Scientific Reports*.
2. Andrighetto, G.... **Foster-Gimbel, O. A....** & colleagues. (2024). Changes in Social Norms During the Early Stages of the COVID-19 Pandemic Across 43 Countries. *Nature Communications*.
3. Leslie, L. M., Flynn, E., **Foster-Gimbel, O. A.**, & Manchester, C. F. (2023). Happy Talk: Is Common Diversity Rhetoric Effective Diversity Rhetoric? *Academy of Management Journal*
4. Jun, S., Phillips, L. T., & **Foster-Gimbel, O. A.** (2023). The missing middle: Asian employees’ experience of workplace discrimination and pro-Black allyship. *Journal of Applied Psychology*, 108(2), 225-248.
5. Eriksson, K.... **Foster-Gimbel, O. A....** & colleagues. (2021). Perceptions of the appropriate response to norm violation in 57 societies. *Nature Communications*, 12, 1-11.
6. **Foster-Gimbel, O. A.**, Doyle, D. M., & Engeln, R. (2020). The Gay Community Involvement Index: An exploratory factor analysis and initial validation of a new measure of gay community involvement. *Archives of Sexual Behavior*, 49, 233–247.

7. Golding, J. M., Lynch, K. R., Malik, S. E., & **Foster-Gimbel, O. A.** (2018). Justice served? Perceptions of plea bargaining involving a sexual assault in child and adult females. *Criminal Justice and Behavior*, *45*, 4, 503-518.
8. **Foster-Gimbel, O. A.**, & Engeln, R. (2016). Fat chance! Experiences and expectations of anti-fat bias in the gay male community. *Psychology of Sexual Orientation and Gender Diversity*, *3*, 1, 63-70.

 MANUSCRIPTS UNDER REVIEW

9. **Foster-Gimbel, O. A.** & Phillips, L. T. The curvilinear effect of psychological discomfort on allyship. (*Revise and Resubmit at Personality and Psychology Bulletin*)
10. **Foster-Gimbel, O. A.**, Pillemer, J., & Phillips, L. T. Authentic Allyship? Feeling authentic increases allyship behavior via greater psychological standing. (*Reject and Resubmit, Journal of Experimental Psychology: General*)

 WORKS IN PROGRESS

11. **Foster-Gimbel, O. A.** & Phillips, L. T. “But *I’m* not privileged:” Privileged targets’ personal victimhood claims spillover to third parties’ perceptions of inequity. (*Working Manuscript*)
12. **Foster-Gimbel, O. A.** & Dupree, C. H. Going for woke: White Americans downshift conservatism in interracial settings. (*Working Manuscript*)
13. **Foster-Gimbel, O. A.** & Engeln, R. A mile in her heels: Discrepancies in men’s and women’s estimates of how often young women are sexually objectified. (*Working Manuscript*)
14. **Foster-Gimbel, O. A.** “Fine Lines and Dances:” A qualitative exploration of allyship in the workplace. (*Data Collection*)
15. Phillips, L.T., & **Foster-Gimbel, O.A.** Maintenance versus merit: How the privileged mobilize and conceal their advantage. (*Data Collection*)

 RESEARCH PRESENTATIONS

SYMPOSIA CHAIRED

1. Sun, K. Q. & **Foster-Gimbel, O. A.** (2022). *Can’t We Just Talk about This? New Insights into Difficult Conversations*. 82nd annual meeting of the Academy of Management, Seattle, WA.
2. Brown, N. D., & **Foster-Gimbel, O. A.** (2022). *No or slow progress? Emerging work on the perceptions of inequality*. 22nd annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.
3. **Foster-Gimbel, O. A.** & Stillwell, A. M. (2020). *Observers, Offenders, and Allies: New Insights on Men’s Roles in the Post #MeToo Era*. 80th annual meeting of the Academy of Management, held virtually.
 - Selected as a Showcase symposium and winner of OB Division’s 2020 “Best Symposium” Award

PRESENTATIONS

1. **Foster-Gimbel, O. A.** (2023) “*Fine Lines and Dances:” Understanding (and overcoming) the challenges of allyship at work*. Presented at the HBS Race, Gender, & Equity at Work symposium, Boston, MA.

2. **Foster-Gimbel, O. A.**, Pillemer, J., & Phillips, L T. (2022). *Feeling authentic increases allyship behavior via greater psychological standing*. Presented at the 82nd annual meeting of the Academy of Management, Seattle, WA.
3. **Foster-Gimbel, O. A.** (2022). *“If it’s easy, you’re doing it wrong:” Managing discomfort in conversations about allyship*. Presented at the 82nd annual meeting of the Academy of Management, Seattle, WA.
4. **Foster-Gimbel, O. A.**, Pillemer, J., & Phillips, L T. (2022) *“Am I an ally or is that a lie?” Performativity concerns, authenticity, and allyship*. Presented at the 3rd annual Purdue Dismantling Bias Conference, West Lafayette, IN.
5. Jun, S., Phillips, L. T., & **Foster-Gimbel, O. A.** (2022) *The Missing Middle: Asian Employees’ Experience of Workplace Discrimination and Pro-Black Workplace Allyship*. Presented at the 22nd annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.
6. **Foster-Gimbel, O. A.** (2021). *Evidence for a curvilinear effect of psychological discomfort on dominant group members’ engagement in allyship*. Presented at the 81st annual meeting of the Academy of Management, held virtually.
 - **Featured in the “Diversity and Inclusion” OB research round table**
7. **Foster-Gimbel, O. A.** (2021). *To be an ally or not to be? A qualitative exploration of allyship development at work*. Presented at the 81st annual meeting of the Academy of Management, held virtually.
8. **Foster-Gimbel, O. A.** & Phillips, L. T. (2021) *“But I’m not privileged:” Privileged targets’ personal victimhood claims spillover to third parties’ perceptions of inequity*. Presented at the 34th annual meeting of the International Association for Conflict Management, held virtually.
9. **Foster-Gimbel, O. A.** & Engeln, R. (2020). *A mile in her heels: Gender differences in perceptions of women’s experiences of interpersonal objectification*. Presented at the 80th annual meeting of the Academy of Management, held virtually.
10. **Foster-Gimbel, O. A.** & Phillips, L. T. (2020) *Guilt trip: The effect of White guilt on willingness to engage in racial justice allyship*. Presented at the 20th annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
11. **Foster-Gimbel, O. A.** & Dupree, C. H. (2020). *The effect of ally labeling on prosocial intergroup behavior*. Presented at the 5th annual Israel Organizational Behavior Conference, Tel Aviv, ISR.
12. **Foster-Gimbel, O. A.** & Phillips, L. T. (2019). *Asking White Americans about personal hardships increases willingness to engage in discussions of racial inequity*. Presented at the 32nd annual conference of the International Association for Conflict Management, Dublin, IRL.
13. **Foster-Gimbel, O. A.** & Phillips, L. T. (2019). *The Hard Not life: Irrelevant hardship claims decrease listeners’ positivity toward privileged individuals*. Presented at the East Coast Doctoral Conference at Columbia University, New York, NY.
14. **Foster-Gimbel, O. A.** & Engeln, R. (2015). *Fat chance! Anti-fat bias in the gay community*. Presented at Northwestern Undergraduate Research Exposition, Evanston, IL.
 - **Best Presentation, “Bias and Its Impact” Panel**

AWARDS AND GRANTS

Harold W. MacDowell Prize	2024
Joseph H. Taggart Fellowship	2022-2023
AOM Organizational Behavior Doctoral Consortium Department Nominee	2022
Responsible Research in Business and Management “Dare to Care” Dissertation Scholarship	2022
Purdue Dismantling Bias Conference PhD Housing Grant	2022
NYU Stern Center for Global Economy and Business PhD Research Grant	2019, 2020, 2021
Society for the Psychological Study of Social Issues Grant-In-Aid (Graduate Student Co-Investigator)	2020
Best Symposium, AOM Organizational Behavior Division	2020
Global Research Institute Doctoral Fellowship (Tel Aviv, ISR)	2020
SPSP Diversity Graduate Travel Award	2020
National Science Foundation Graduate Research Fellowship Program Honorable Mention	2019
Fletcher Undergraduate Research Prize Finalist	2015
Weinberg College of Arts and Sciences Conference Travel Grant	2015
Northwestern Office of Undergraduate Research Academic Year Grant	2015
Northwestern Office of Undergraduate Research Conference Travel Grant	2014, 2015
Northwestern Psychology Department Travel Grant	2014, 2015
Northwestern Office of Undergraduate Research Poster Award, Arts, Humanities, and Social Sciences	2014
Weinberg College of Arts and Sciences Summer Research Grant	2014
Intercultural Leadership Award Finalist	2013

TEACHING

Teaching specialties: Organizational Behavior; Negotiations; Inclusive Leadership

[See my comprehensive course evaluations here](#)

NYU Stern School of Business

Instructor, <i>Management and Organizations (Undergraduate)</i>	Summer 2023
– Overall evaluation of the instructor: 4.7/5	
Instructor, <i>Management and Organizations (Undergraduate)</i>	Summer 2022
– Overall evaluation of the instructor: 4.5/5; Instructor engagement and inclusiveness: 5/5	
Teaching Fellow, <i>Developing Managerial Skills (MBA)</i>	
– Instructor: Dr. Dolly Chugh	Fall 2022, Spring 2022, 2023
Teaching Fellow, <i>Conflict, Cooperation, and Negotiation (MBA)</i>	
– Instructor: Dr. Julia Hur	Winter 2024, 2023, 2022
Teaching Fellow, <i>Management and Organizations (Undergraduate)</i>	

- Instructor: Dr. Michael Rosenblum Spring 2022
- Instructor: Dr. Julianna Pillemer Spring 2020, 2021
- Instructor: Dr. L. Taylor Phillips Fall 2020

SERVICE
Leadership

- Organizer, Meritocracy and Inequality Lab, *NYU Stern* 2021-2022
- Co-President, NYU Queer Grads, *New York University*, 2021-2022
- Organizer, East Coast Doctoral Conference (NYU/Columbia Conference) 2020-2021
- Mentor for Undergraduate Award Winners, *Society for Personality and Social Psychology* 2021
- Advisory Board, Alpha Phi Omega Service Fraternity, *University of Kentucky* 2015-2016

Reviewer

- Ad-hoc Reviewer 2024-present
 - *Analyses of Social Issues and Public Policy*
 - *Archives of Sexual Behavior*
- Graduate Poster Awards, *Society for Personality and Social Psychology* 2020
- Undergraduate Diversity Travel Awards, *Society for Personality and Social Psychology* 2020
- Annual Meeting, *International Association for Conflict Management* 2019-present
- Annual Meeting, *Academy of Management* 2019-present
- Doctoral applications, *NYU Stern School of Business* 2019, 2020

Panelist

- Future Faculty Workshop, *St. John's University Tobin College of Business* 2024
- Diverse Pathways in Academia, *NYU Stern School of Business* 2024

RESEARCH EXPERIENCE

- Social Science Research Coordinator, Behavioral Lab, *Stanford Graduate School of Business* 7/2016 – 7/2018
- Lab Manager, PI: Dr. Jazmin Brown-Iannuzzi, *University of Kentucky* 8/2015 – 6/2016
- Lab Manager, PI: Dr. Will Gervais, *University of Kentucky* 8/2015 – 6/2016
- Undergraduate Honors Thesis, PI: Dr. Renee Engeln, *Northwestern University* 6/2014 – 7/2015

PROFESSIONAL ASSOCIATIONS

- Academy of Management Society for Personality and Social Psychology
- International Association for Conflict Management Society for the Psychological Study of Social Issues

REFERENCES

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| <p>Dr. Taylor Phillips
Associate Professor, NYU Stern
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Associate Professor, NYU Stern
dchugh@stern.nyu.edu</p> | <p>Dr. Julianna Pillemer
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jpillemer@stern.nyu.edu</p> <p>Dr. Lisa Leslie
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