

**ORIANE A. M. GEORGEAC**

Yale School of Management  
 165 Whitney Avenue, New Haven, CT 06511  
[oriane.georgeac@yale.edu](mailto:oriane.georgeac@yale.edu)  
[www.orianegeorgeac.com](http://www.orianegeorgeac.com)

**ACADEMIC POSITIONS**

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2020 – **Assistant Professor of Organizational Behavior** New Haven, CT, USA  
 Yale School of Management, Yale University

**EDUCATION**

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2020 **London Business School** London, United Kingdom  
 Ph.D., Organisational Behaviour
 

- Dissertation: “*The business case backfires: Detrimental effects of organizations’ instrumental diversity rhetoric for underrepresented group members’ sense of belonging and performance*”
- Committee: Aneeta Rattan, Miguel Unzueta, Simona Botti

2014 **University Paris Descartes (Paris V)** Paris, France  
 M.Sc., Cognitive Science, *cum laude*

2013 **HEC Paris** Paris, France  
 M.Sc., Management (*Grande Ecole* diploma)
 

- Exchange program at the University of Southern California (USC) Los Angeles, CA, USA

2009 **Lycée Henri IV** Paris, France  
*Classe préparatoire*: an intensive 2-year course specialized in Mathematics, Philosophy and Geopolitics, preparing for the entrance exam into top French business schools

**RESEARCH INTERESTS**

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Keywords: diversity in the workplace, cases for diversity, intergroup relations, perceptions of social progress, gender inequality, attitudes towards women, motivation, mindsets and lay theories.

My research interests focus on how people respond to organizational messages about diversity. One stream of my research investigates the effects of organizations’ justifications for why they value diversity on underrepresented group members and team managers. In another stream of research, I examine how people respond to organizational communications celebrating progress on women’s representation in top leadership. My research across these two streams offers novel insights into how organizations’ efforts to support diversity may paradoxically prevent them from advancing toward their diversity goals.

**ACADEMIC PUBLICATIONS**

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\* denotes equal authorship

**Georgeac, O. A. M., & Rattan, A.** (2019). Progress in women's representation in top leadership weakens people's disturbance with gender inequality in other domains. *Journal of Experimental Psychology: General*, 148(8), 1435-1453. <https://doi.org/10.1037/xge0000561>

- *Finalist of the 2020 Responsible Research in Management Award*
- *Research featured in Harvard Business Review, and on Harvard’s Gender Action Portal*

**Georgeac, O. A. M.\***, Rattan, A.\*, & Effron, D. A. (2019). An exploratory investigation of Americans’ expression of gender bias before and after the 2016 presidential election. *Social Psychological and Personality Science*, 10(5), 632-642. <https://doi.org/10.1177/1948550618776624>

Rattan, A., & **Georgeac, O. A. M.** (2017). Understanding intergroup relations through the lens of implicit theories (mindsets) of malleability. *Social and Personality Psychology Compass*, 11(4), e12305. <http://doi.org/10.1111/spc3.12305>

Rattan, A., & **Georgeac, O. A. M.** (2017). Mindsets about malleability and intergroup relations. In C. M. Zedelius, B. C. N. Müller & J. W. Schooler (Eds.), *The science of lay theories – How beliefs shape our cognition, behavior, and health*. [http://doi.org/10.1007/978-3-319-57306-9\\_6](http://doi.org/10.1007/978-3-319-57306-9_6)

## **PRACTITIONER-ORIENTED PUBLICATIONS**

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Rattan, A., Chilazi, S., **Georgeac, O. A. M.**, & Bohnet, I. (2019, June). Tackling the underrepresentation of women in the media. *Harvard Business Review*. Retrieved from <https://hbr.org/2019/06/tackling-the-underrepresentation-of-women-in-media>

**Georgeac, O. A. M.**, & Rattan, A. (2019, March). When people see more women at the top, they're less concerned about gender inequality elsewhere. *Harvard Business Review*. Retrieved from <https://hbr.org/2019/03/research-when-people-see-more-women-at-the-top-theyre-less-concerned-about-gender-inequality-elsewhere>

## **INVITED REVISE & RESUBMIT**

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van Kleef, G. A., Heerdink, M. W., Wanders, F., Stamkou, E., Cheshin, A., Koning, L. F., Fang, X., & **Georgeac, O. A. M.** (2019). *No guts, no glory? How risk taking shapes actors' social power*. Invited revision at *Journal of Applied Psychology*.

## **MANUSCRIPTS IN PREPARATION TO BE SUBMITTED**

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**Georgeac, O. A. M.**, & Rattan, A. (2019a). *The business case for diversity undermines LGBT individuals' and women's sense of belonging and interest in joining organizations*.  
◦ Winner of the SPSP 2020 Outstanding Research Award

**Georgeac, O. A. M.**, & Rattan, A. (2019b). *Instrumental approaches to diversity create performance contingencies in managers' commitment to diversity*. Working paper.

van Kleef, G., Rutjens, B., **Georgeac, O. A. M.**, Greenaway, K., & Galinsky, A. (2019). *A comparative review of the effects of power and control*. Manuscript in preparation (target journal: *Psychological Review*).

## **RESEARCH IN PROGRESS**

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**Georgeac, O. A. M.**, & Rattan, A. (2019c). *Does instrumentality affect performance in evaluative settings?*

**Georgeac, O. A. M.**, Brands, R., & Rattan, A. (2019). *Does an instrumental approach to diversity predict the structure and diversity of people's networks?*

**Georgeac, O. A. M.**, Rattan, A., Lin, E., & Adams, G. (2019). *Does the business case pay? Testing how instrumental diversity rhetoric relates to organizations' gender pay gaps*.

## **TEACHING CASE**

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Rattan, A., **Georgeac, O. A. M.**, & Chilazi, S. (2020). Ros Atkins and the BBC 50:50 Project. *Harvard Business School & London Business School*.

## **INVITED PRESENTATIONS**

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2018 University of Bergen, Norway, Annual Networking Conference

**CHAired SYMPOSIA**

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- Georgeac, O. A. M., & Kaplan, S.** (Co-chairs, 2019). Reevaluating the business case for diversity: Consequences for advocates, women, leaders, & scholars. Academy of Management Annual Meeting, Boston, MA.
- Georgeac, O. A. M., & Starck, S.** (Co-chairs, 2019). Instrumental diversity rhetoric: Paradoxical effects on commitment to diversity and inclusion. International Convention of Psychological Science, Paris, France.
- Georgeac, O. A. M., & Rattan, A.** (Co-chairs, 2019). Instrumental approaches to diversity: Consequences for organizations, schools, and society. Society for Personality and Social Psychology Convention, Portland, OR.
- Georgeac, O. A. M.** (Chair, 2018). Business or fairness case for social issues? Influencing stakeholders in organizations. Academy of Management Annual Meeting, Chicago, IL.
- Georgeac, O. A. M., & A. Rattan** (Co-chairs, 2017). Making a case for diversity in organizations: Pros, cons, and complexities. Academy of Management Annual Meeting, Atlanta, GA.  
❖ Sponsored as a “Showcase Symposium” by the OB Division
- Georgeac, O. A. M., & E. Chang** (Co-chairs, 2017). A new generation of diversity hurdles: Shifting definitions, thresholds, backsliding, and threat. Society for Personality and Social Psychology Convention, San Antonio, TX.  
❖ Sponsored as the “Diversity Symposium of the Year” by the SPSP Diversity and Climate Committee

**CONFERENCE PRESENTATIONS**

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- Georgeac, O. A. M., & Rattan, A.** (2020). The business case undermines sense of belonging at work among underrepresented groups. Talk presented at the Virtual Academy of Management Annual Meeting.
- Georgeac, O. A. M., & Rattan, A.** (2020). Instrumentality undermines women’s and minorities’ psychological sense of belonging and attraction to organizations. Talk presented at the Society for Personality and Social Psychology Convention, New Orleans, LA.
- Georgeac, O. A. M., & Rattan, A.** (2019). The business case undermines women’s sense of belonging at work: Mechanisms and consequences. Talk presented at the Academy of Management Annual Meeting, Boston, MA.
- Georgeac, O. A. M., & Rattan, A.** (2019). In good times and in bad? Instrumentality produces performance-contingent commitment to diversity. Talk presented at the International Convention of Psychological Science, Paris, France.
- Georgeac, O. A. M., & Rattan, A.** (2019). In good times and in bad? Instrumentality produces performance-contingent commitment to diversity. Talk presented at the Society for Personality and Social Psychology Convention, Portland, OR.
- Georgeac, O. A. M., & Rattan, A.** (2019). Does the “business case for diversity” work or hurt? Talk presented at the Gender Pre-Conference of the Society for Personality and Social Psychology Convention, Portland, OR.
- Georgeac, O. A. M., & Rattan, A.** (2018). Adverse effects of the business case for diversity on diversity attitudes and inclusion. Talk presented at the Academy of Management Annual Meeting, Chicago, IL.
- Georgeac, O. A. M., & Rattan, A.** (2018). Does the “business case for diversity” work or hurt? Talk presented at the Society for Personality and Social Psychology Convention, Atlanta, GA.
- Georgeac, O. A. M., & Rattan, A.** (2017). How to make a case for diversity in organizations? What is out there, and what works versus hurts? Talk presented at the Academy of Management Annual Meeting, Atlanta, GA.
- Georgeac, O. A. M., & Rattan, A.** (2017). As women progress in one domain of gender inequality, do people become more or less disturbed by gender inequality in another? Talk presented at the Trans-Atlantic Doctoral Conference,

London, UK.

**Georgeac, O. A. M., & Rattan, A. (2017).** As women advance in society, do people get more or less sexist? Talk presented at the Society for Personality and Social Psychology Convention, San Antonio, TX.

**Georgeac, O. A. M., & Rattan, A. (2016).** As women advance in society, do people get more or less sexist? Talk presented at the Academy of Management Annual Meeting, Anaheim, CA.

## **RESEARCH GRANTS, FELLOWSHIPS AND AWARDS**

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- 2020                    **2020 Responsible Research in Management Award – Finalist**  
 The Community for Responsible Research in Management (RRBM) & International Association for Chinese Management Research (IACMR)  
*“Progress in women's representation in top leadership weakens people's disturbance with gender inequality in other domains”*
- 2019                    **SPSP 2020 Outstanding Research Award – Winner**  
 Society for Personality and Social Psychology (SPSP)  
*“Instrumentality undermines underrepresented group members’ psychological sense of belonging and attraction to organizations”*
- 2018                    **Leadership Institute Research Grant – £8,000**  
 Leadership Institute, London Business School  
*“When diversity does not deliver: Does the business case undermine people’s commitment to diversity when diverse teams’ performance declines?”*
- 2017                    **SPSP Student Travel Award – \$500**  
 Society for Personality and Social Psychology (SPSP)
- 2016                    **Leadership Institute Research Grant – £15,000**  
 Leadership Institute, London Business School  
*“How to lead diversity effectively? Testing the consequences of the business case for diversity in the workplace”*
- 2014 - 2019           **ESRC PhD Research & Training Support Grant – £750/year**  
 Economic and Social Research Council (ESRC)
- 2014                    **ENS International Travel Grant – €600**  
 Ecole Normale Supérieure (ENS), Department of Cognitive Studies
- 2013                    **Eole Excellence Scholarship – €500**  
 Réseau Franco-Néerlandais (Franco-Dutch Network)
- 2010                    **HEC Paris**  
 Dean’s List
- 2009                    **HEC Paris**  
 Ranked 18<sup>th</sup> on 380 admitted candidates at the national entrance examination of HEC Paris (4,193 candidates nationwide in 2009)

## **TEACHING EXPERIENCE**

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- Spring 2018           **London Business School**  
 Managing Organisational Behaviour (Full-time MBA), Teaching Assistant for Dr Aneeta Rattan

- Spring 2017     **London Business School**  
 • Managing Organisational Behaviour (Full-time MBA), Teaching Assistant for Dr Aneeta Rattan
- Summer 2016    **London Business School**  
 • Negotiation and Bargaining (Full-time MBA), Teaching Assistant for Dr Ena Inesi
- Spring 2015     **London Business School**  
 • Managerial Negotiations (Executive MBA), Teaching Assistant for Dr Ena Inesi

**PROFESSIONAL EXPERIENCE**

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- Apr.-Aug. 2012    **L’Oréal**     Paris, France  
 Strategic Marketing intern for North America, the UK and Ireland
- Sep.-Feb. 2012    **KPMG**     Paris, France  
 Financial Audit intern (Consumer Markets business unit)
- Jun.-Sep. 2011    **Futures Sport + Entertainment**     London, United Kingdom  
 Sports & Media graduate analyst
- Jul.-Sep. 2010    **Le Vin Qui Danse**     Paris, France  
 Marketing intern
- May-Jul. 2010    **Maggie Norris Couture**     New York City, United States  
 Marketing & Public Relations intern

**SERVICE**

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- 2018 –     Ad-hoc reviewer, *Personality and Social Psychology Bulletin (PSPB)*  
 Ad-hoc reviewer, *Race and Social Problems (RASP)*  
 Ad-hoc reviewer, *Frontiers in Psychology*
- 2016     Co-organizer of the Trans-Atlantic Doctoral Conference, London Business School
- 2015-2020    Reviewer for the Trans-Atlantic Doctoral Conference, London Business School
- 2015-2017    Coordinator of student lunches with OB Seminar series guest speakers, London Business School
- 2015     Co-organizer of the OB PhD recruitment events, London Business School
- 2014     Volunteer at the European Association for Social Psychology (EASP) General Meeting

**PROFESSIONAL MEMBERSHIPS**

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- Academy of Management (AOM)  
 Association for Psychological Science (APS)  
 Society for Personality and Social Psychology (SPSP)

**WORKSHOPS & TRAINING ATTENDED**

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- Spring 2019     **Computerized Text Analysis, Reproducibility Techniques in R, and Fieldwork**  
 Oxford Spring School 2019 in Advanced Research Methods
- Spring 2019     **Reproducible Data Analysis and Paper Writing in R**  
 Deep Dive Workshop, Society for Personality and Social Psychology Convention
- Spring 2019     **Latent Growth Modelling Using MPlus**  
 Figure it out – A statistical consultancy

- Spring 2019     **Structural Equation Modelling Using MPlus**  
Figure it out – A statistical consultancy
- Fall 2018       **Intelligent Speed Reading**  
The Oxford Centre for the Mind
- Fall 2018       **ANOVAs, Regressions, and Tests of Assumptions in R**  
PS statistics
- Summer 2018    **Media Training**  
The Economic and Social Research Council (ESRC) & Inside Edge Media
- Spring 2018     **Introduction to Bayesian Statistics**  
Figure it out – A statistical consultancy
- Summer 2017    **Diversity Research Summer School**  
Arison School of Business 2017 Ph.D. Summer School on Diversity
- Spring 2017     **Causal Inference, Data Visualization in R, and Process Tracing**  
Oxford Spring School 2017 in Advanced Research Methods
- Spring 2017     **Open Science Framework: Practical Steps to Increase Reproducibility**  
Deep Dive Workshop, Society for Personality and Social Psychology Convention
- Summer 2016    **Introduction to Social Network Analysis**  
Professional Development Workshop, Academy of Management Annual Meeting
- Fall 2016       **Introduction to R**  
University College London, Centre for Applied Statistics Courses
- Fall 2016       **Multilevel Modelling Analysis Using SPSS**  
Figure it out – A statistical consultancy
- Spring 2015     **Testing Mediation and Moderation Using SPSS**  
Figure it out – A statistical consultancy

**LANGUAGES**

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French:	Native	
English:	Fluent	Certificate: TOEFL – 117/120, Level C2 (2013)
Spanish:	Advanced	Certificate: DELE of the Instituto Cervantes – Level C2 (2011)
Greek:	Advanced	Certificate: Kleis Workshop for Greek Language and Culture – Level B2 (2015)
Italian:	Intermediate	Level B1 (2006)