

# ORIANE A. M. GEORGEAC

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## EDUCATION

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2020 (Exp.)	<b>London Business School</b> Ph.D. candidate, Organisational Behaviour	London, United Kingdom
2014	<b>University Paris Descartes (Paris V)</b> M.Sc., Cognitive Science, <i>cum laude</i>	Paris, France
2013	<b>HEC Paris</b> M.Sc., Management ( <i>Grande Ecole</i> diploma) • Exchange program at the University of Southern California (USC)	Paris, France Los Angeles, United States
2009	<b>Lycée Henri IV</b> <i>Classe préparatoire</i> : an intensive 2-year course specialized in Mathematics, Philosophy and Geopolitics, preparing for the entrance exam into top French business schools	Paris, France

## RESEARCH EXPERIENCE

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Jan.-July 2014	<b>University of Amsterdam (UvA), Department of Social Psychology</b> <u>Advisor</u> : Dr Gerben van Kleef Full-time research assistantship	Amsterdam, The Netherlands
Feb.-Aug. 2013	<b>University of Aix-Marseille, Cognitive Psychology Lab (LPC)</b> <u>Advisor</u> : Dr Pascal Huguet <u>Master's thesis title</u> : "Social regulation of cognitive processes: The impact of age-related stereotypes on senior workers in evaluative settings"	Marseille, France

## 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.

## TEACHING INTERESTS

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Organizational Behavior, Diversity, Groups and Teams, Negotiations, Leadership, Power, Business Ethics, Research Methods, Statistics, R Programming.

## 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*. Advance online publication. <https://psycnet.apa.org/record/2019-11350-001?doi=1>

**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)

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## PRACTITIONER-ORIENTED PUBLICATIONS

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>

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## INVITED REVISE & RESUBMIT

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*.

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## MANUSCRIPTS IN PREPARATION TO BE SUBMITTED

**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*. Working paper (target journal: Academy of Management Journal)

**Georgeac, O. A. M.**, & Rattan, A. (2019b). *Instrumental approaches to diversity create performance contingencies in managers' commitment to diversity*. Working paper (target journal: Organizational Behavior and Human Decision Processes)

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).

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## RESEARCH IN PROGRESS

**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*.

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## TEACHING CASE

Chilazi, S., Rattan, A., & **Georgeac, O. A. M.** (2019). Ros Atkins and the BBC 50:50 Project. *Harvard Business School & London Business School*. In preparation.

## 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.** (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? Invited talk presented at the “Diversity in the Workplace” Networking Conference, Bergen, Norway.

**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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2018	<b>Leadership Institute, London Business School</b> Research grant – £8,000 “When diversity does not deliver: Does the business case undermine people’s commitment to diversity when diverse teams’ performance declines?”
2017	<b>Society for Personality and Social Psychology (SPSP)</b> Student Travel Award – \$500
2016	<b>Leadership Institute, London Business School</b> Research grant – £15,000 “How to lead diversity effectively? Testing the consequences of the business case for diversity in the workplace”
2014 - 2019	<b>Economic and Social Research Council (ESRC)</b> ESRC PhD Research & Training Support Grant – £750/year
2014	<b>Ecole Normale Supérieure (ENS), Department of Cognitive Studies</b> International travel grant – €600
2013	<b>Réseau Franco-Néerlandais (Franco-Dutch Network)</b> Eole Excellence Scholarship – €500
2010	<b>HEC Paris</b> Dean’s List
2009	<b>HEC Paris</b> 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	<b>London Business School</b> Managing Organisational Behaviour (Full-time MBA), Teaching Assistant for Dr Aneeta Rattan
Spring 2017	<b>London Business School</b> <ul style="list-style-type: none"><li>Managing Organisational Behaviour (Full-time MBA), Teaching Assistant for Dr Aneeta Rattan</li></ul>
Summer 2016	<b>London Business School</b> <ul style="list-style-type: none"><li>Negotiation and Bargaining (Full-time MBA), Teaching Assistant for Dr Ena Inesi</li></ul>
Spring 2015	<b>London Business School</b> <ul style="list-style-type: none"><li>Managerial Negotiations (Executive MBA), Teaching Assistant for Dr Ena Inesi</li></ul>

## PROFESSIONAL EXPERIENCE

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Apr.-Aug. 2012	<b>L’Oréal</b> Strategic Marketing intern for North America, the UK and Ireland	Paris, France
Sep.-Feb. 2012	<b>KPMG</b> Financial Audit intern (Consumer Markets business unit)	Paris, France
Jun.-Sep. 2011	<b>Futures Sport + Entertainment</b> Sports & Media graduate analyst	London, United Kingdom
Jul.-Sep. 2010	<b>Le Vin Qui Danse</b> Marketing intern	Paris, France

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## SERVICE

	Ad-hoc reviewer, Frontiers in Psychology
2016	Co-organizer of the Trans-Atlantic Doctoral Conference
2015-2019	Reviewer for the Trans-Atlantic Doctoral Conference
2015-2017	Coordinator of student lunches with LBS OB Seminar series guest speakers
2015	Co-organizer of the LBS OB PhD recruitment events
2014	Volunteer at the European Association for Social Psychology (EASP) General Meeting

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## PROFESSIONAL MEMBERSHIPS

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

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## WORKSHOPS & TRAINING ATTENDED

Spring 2019	<b>Computerized Text Analysis, Reproducibility Techniques in R, and Fieldwork</b> Oxford Spring School 2019 in Advanced Research Methods
Spring 2019	<b>Reproducible Data Analysis and Paper Writing in R</b> Deep Dive Workshop, Society for Personality and Social Psychology Convention
Spring 2019	<b>Latent Growth Modelling Using MPlus</b> Figure it out – A statistical consultancy
Spring 2019	<b>Structural Equation Modelling Using MPlus</b> Figure it out – A statistical consultancy
Fall 2018	<b>Intelligent Speed Reading</b> The Oxford Centre for the Mind
Fall 2018	<b>ANOVAs, Regressions, and Tests of Assumptions in R</b> PS statistics
Summer 2018	<b>Media Training</b> The Economic and Social Research Council (ESRC) & Inside Edge Media
Spring 2018	<b>Introduction to Bayesian Statistics</b> Figure it out – A statistical consultancy
Summer 2017	<b>Diversity Research Summer School</b> Arison School of Business 2017 Ph.D. Summer School on Diversity
Spring 2017	<b>Causal Inference, Data Visualization in R, and Process Tracing</b> Oxford Spring School 2017 in Advanced Research Methods
Spring 2017	<b>Open Science Framework: Practical Steps to Increase Reproducibility</b> Deep Dive Workshop, Society for Personality and Social Psychology Convention
Summer 2016	<b>Introduction to Social Network Analysis</b> 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)

## **REFERENCES**

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**Daniel A. Effron, Ph.D.**  
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