

TIANNA BARNES
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ACADEMIC APPOINTMENTS

DARTMOUTH COLLEGE, Tuck School of Business

Hanover, NH

Assistant Professor – Organization Behavior Area (Current)

UNIVERSITY OF PENNSYLVANIA, The Wharton School

Philadelphia, PA

Penn Provost Postdoctoral Fellow – Organizational Behavior Area (2023)

Co-Advisors: Drs. Andrew (Drew) Carton and Stephanie Creary

EDUCATION

UNIVERSITY OF MINNESOTA, Carlson School of Management

Twin Cities, MN

Ph.D., Business Administration – Work and Organizations (2020)

Dissertation: When moral identity lapses: Extending prosocial behaviors through a social moral identity

Committee: Drs. Connie Wanberg (chair), John Kammeyer-Mueller (advisor), David Sluss, Christopher Federico, and Abdifatah Ali

UNIVERSITY OF NORTH CAROLINA

Chapel Hill, NC

B.A., Psychology, Cum Laude (2015)

B.A., Women/Gender Studies

Lab Advisor: Dr. Mitchell (Mitch) Prinstein

McNair Advisor: Dr. Shimul Melwani

RESEARCH INTERESTS & EXPERTISE

My research explores how people make sense of multiple social identities, with an emphasis on social group membership perceptions. There are various social groups that people identify with. These are often referred to as social identity groups (e.g., race, ERGs). The connection, association, and relationship people have with their social identity groups (i.e., membership perceptions) has implications for how they then engage with those social identities. I'm most curious about that process; specifically, how individuals think about themselves as "one part of a whole," or one member of a larger social group.

With this, I explore two broader questions: 1) How do non-work and work-related social identity group membership perceptions interact? 2) What are the work consequences and managerial implications of those interactions? I also consider these outcomes at different work stages, such as the organizational newcomer experience versus that of established organizational members.

PUBLICATIONS

Kammeyer-Mueller, J. D., Rubenstein, A. L., & Barnes, T. S. (2024). The Role of Attitudes in Work Behavior. *Annual Review of Organizational Psychology and Organizational Behavior*, 11, 221-250.

PAPERS UNDER REVIEW OR REVISION

Last Updated: August 2024

Creary, S.J., **Barnes, T.**, & Moore, O.A. [Diversity training and allyship] Status: *Revise-and-Resubmit, Organization Science*

WORKING PAPERS

Barnes, T. [Representation and professional role identity]. Status: *Manuscript Development.*

Yang, T, Bao, J., **Barnes, T.**, & Leung, M. [Professionalism and racial hiring inequality]. Status: *Revising Manuscript*

Barnes, T. & Kammeyer-Mueller, J. [Social moral identity and prosocial behavior]. Status: *Revising Manuscript*

Barnes, T., Kammeyer-Mueller, J., & Livingston, B. A. [Newcomer identity and belonging]. Status: *Revising Manuscript*

ONGOING PROJECTS

Employee Resource Groups [With Lumumba Seegars]

Women, STEM, Careers [With Julia Melin and Sonya Mishra]

Underrepresented Newcomers and Identity Threat [With Kiara Sanchez]

ACADEMIC HONORS & AWARDS

- Academy of Management Gender & Diversity in Organizations Division Outstanding Reviewer 2021
- Wharton Center for Leadership and Change Management Diversity and Inclusion Initiative 2021
- Work and Organizations Department Anne Tsui, PhD "Dare to Care" Award 2019
- Carlson School of Management Dean's Small Research Grant 2018
- Department Most Innovative Student Project 2018
- Work and Organizations Departmental Grant 2017
- Carlson School of Management PhD Research Travel Fellowship 2017
- Work and Organizations Departmental Grant 2016
- Work and Organizations Departmental Grant 2015
- Ronald E. McNair Scholar 2013
- Psi Chi International Honor Society in Psychology 2013
- Carolina Research Scholar, UNC - Chapel Hill 2013
- Hayden B. Renwick Award in Academic Excellence, UNC - Chapel Hill 2012; 2013

REFEREED CONFERENCE PRESENTATIONS

A sense of belonging: How perceived leader dissimilarity threatens the expression of newcomer proactive personality
European Group for Organizational Studies 2023

LEAP at work: Examining the effects of race-based allyship training in the workplace
Academy of Management Conference, Co-Presenter (Stephanie Creary) 2022

LEAP at work: Examining the effects of race-based allyship training in the workplace <i>International Association for Conflict Management, Co-Presenter (Stephanie Creary)</i>	2022
The moral source matters: The consequence of priming value-based versus identity-based moral identities. <i>Harvard Business School Rising Scholars Conference</i>	2021
The moral source matters: The consequence of priming value-based versus identity-based moral identities. <i>Society for Personality and Social Psychology Self & Identity Preconference</i>	2021
The moral source matters: The consequence of priming value-based versus identity-based moral identities. <i>Stanford Graduate School of Business Rising Scholars Conference</i>	2020
The space between us: How high performance and stigmas influence peer contempt and behaviors. <i>Society for Industrial and Organizational Psychology Conference (Canceled due to COVID-19)</i>	2020
Ironic evaluation and the effects of stereotype suppression on employee selection. <i>Academy of Management Conference</i>	2018
When resolve falters: Poor fit with adviser reduces benefits of newcomer proactive personality. <i>Academy of Management Conference</i>	2018
Bringing your home to work with you: Enhancing work outcomes through collective moral identities. <i>Academy of Management Conference</i>	2017
“What Now?” An examination of the development and dissolution of workplace friendships. <i>Southeastern Association of Educational Opportunity Program Personnel Conference</i>	2014

INVITED CONFERENCES & RESEARCH PRESENTATIONS

Harvard Business School Race, Gender & Equity Research Symposium Conference, <i>Invitee (canceled)</i>	2024
University of Pennsylvania, <i>Wharton Diversity, Equity, and Inclusion Convening</i>	2021
University of Washington, <i>Ascend</i>	2021
Harvard Business School Gender Initiatives Conference, <i>Invitee</i>	2019
University of Virginia, <i>Darden School of Business</i>	2019
Virginia Polytechnic Institute and State University, <i>Pamplin College of Business</i>	2018
Virginia Tech's Future Faculty Development Program, <i>Invitee</i>	2018

INVITED PANELS & WORKSHOPS

AOM Conference – OB Doctoral Consortium	2023
AOM Conference – “Making the Most of It: Being Successful in a Post-Doc and Beyond”	2023
Positive Organizational Scholarship Track Leader – “ <i>POISED for the DEEP end</i> ”	2022
Wharton Organizational Behavior Conference – Facilitator	2021
McNair Business School Panel	2021
AOM Conference PDW – “Success in the post-doc and beyond”	2021
AOM Conference PDW – “Halfway there”	2021
AOM - New Doctoral Student Consortium Panel	2019
PhD Project MDSA Conference – “Don't Waste Your Third Year”	2019
UMN Department Practicum – “Effective Teaching”	2019

Delta Sigma Pi Business Fraternity – “Diversity and Inclusion”	2018
UMN Department Practicum – “Conference Presenting”	2018
UMN Department Practicum – “Research Collaborations”	2017
PhD Project MDSA Conference – “Passing Your Comprehensive Exams”	2016
Management and Organizational Behavior (MBA 6110) - “Diversity and Inclusion”	2015

CONFERENCE SYMPOSIA & PROFESSIONAL DEVELOPMENT WORKSHOPS

Barnes, T. (Organizer), Petsko, C. (Organizer), Younge, A. (Organizer), Akinola, M. (Presenter), Block, C. (Presenter), Norton, M. (Presenter), Rattan, A. (Presenter), Creary, S. (Presenter), Kinias, Z. (Presenter), Pearce, N. (Presenter), Rosette, A. (Presenter). *Teaching Diversity, Equity, and Inclusion*. Professional Development Workshop at the annual Academy of Management conference, Seattle, Washington. (August 2022-2024).

Barnes, T. (Organizer & Presenter), Beaver, G. (Organizer), Gardner, D. (Presenter), Pahng, P. (Presenter), Lyle, M. (Presenter), Volpone, S. (Discussant). *Stigma, Stereotypes, and Selection: A Reality in Review*. Co-Chair Symposia at the annual Academy of Management conference, Chicago, Illinois. (August 2018).

Barnes, T. (Organizer & Presenter), Liu, Y. (Organizer & Presenter), Dossinger., K.(Presenter), Fan.,Y. (Presenter) Sluss., D. (Discussant). *Newcomer Socialization: Revisiting the Social Context*. Co-Chair Symposia at the annual Academy of Management conference, Atlanta, Georgia. (August 2017).

TEACHING PORTFOLIO

DARTMOUTH COLLEGE

Instructor

Tuck Launch (<i>MBA</i>)	2023-Present
Managing People (<i>MBA</i>)	2023-Present

UNIVERSITY OF PENNSYLVANIA

Teaching Assistant

Leading Diversity (<i>MBA</i>)	2022
Foundations of Teamwork and Leadership (<i>MBA</i>)	2020; 2021; 2022

UNIVERSITY OF MINNESOTA

Instructor (Course)

	Instructor Ratings
Introduction to Organizational Behavior - Fall 2017 (<i>Undergraduate</i>)	5.7 of 6.0
Introduction to Organizational Behavior and Performance - Fall 2017 (<i>Undergraduate</i>)	5.7 of 6.0

Instructor (Compact Course)

Introduction to R Software (<i>Undergraduate & MBA</i>)	2018
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Teaching Assistant (*Undergraduate & MBA*)

Creating and Managing Diversity and Inclusion	2020
Personnel Economics	2019
Organizational Behavior Foundations of High-Impact	2019
Employee Development: Creating a Competitive Advantage	2019
Honors Thesis Seminar	2018
HRIR in Practice	2018

Last Updated: August 2024

Organizational Behavior	2017
Employment and Labor Law	2017
Management of Groups	2017
Leading Others	2016; 2019; 2020
Negotiation Strategies	2015; 2016; 2019

SERVICE TO THE ACADEMY

Academic Journals

- Organizational Psychology Review – Ad-Hoc Journal Reviewer (Current)
- Administrative Science Quarterly Journal Student Interviewer (2016)

Academy of Management

- MOC Best Paper on Diversity and Cognition Award Committee (2023-2024)
- DEI, OB, and HR Divisions Ad hoc Reviewer (2017-Present)
- OB Division Adopt-A-Member Mentor Program (2018)

The PhD Project

- Management Doctoral Student Association Conference Mentor (2019)
- Management Doctoral Student Association Planning Committee (2018 – 2019)
- PhD Project Conference Organizational Behavior Panelist (2018)
- Management Doctoral Student Association Executive Committee Vice President (2017 – 2018)
- Management Doctoral Student Association Conference Sessions Committee Co-Chair (*w/ Ashli Carter*) (2016 – 2017)
- DocNet Consortium of Business Doctoral Programs Panelist (2016)

IN THE MEDIA

[A Sense of Belonging: Impactful Research on the Newcomer Experience and Advice for Leaders and Firms](#) (May 2024)

[Women’s Arduous Climb Up the Corporate Ladder.](#)(March, 2021)

[Why It’s Essential to Separate Your Self-Worth From Your Work.](#) (June, 2019)

[Transforming Your Mindset: The Identity of an Entrepreneur](#) (August, 2021)

[Womxn 4 Womxn for Black Lives: Gendered Racism in the U.S.A](#) (June, 2020)

SERVICE & PROFESSIONAL AFFILIATIONS

Academy of Management

Organizational Behavior, Diversity, Equity, and Inclusion, Human Resources Division

Penn Black Graduate and Professional Student Assembly

Positive Organizational Scholarship (POS)

Society of Human Resource Management

Society for Industrial and Organizational Psychology (SIOP)

Society for Personality and Social Psychology (SPSP)

The PhD Project
Wharton IDEAS Lab
DEI Thought Leaders (Tuck)
OB Research Group (Tuck)