

HANNAH J. BIRNBAUM

Olin Business School, Washington University in St. Louis
hannahbirnbaum.com

ACADEMIC POSITIONS

2022 - **OLIN BUSINESS SCHOOL**, Washington University in St. Louis
Assistant Professor of Organizational Behavior

EDUCATION

2022 **KELLOGG SCHOOL OF MANAGEMENT**, Northwestern University, Evanston, IL
PhD in Management & Organizations (Minor: Social Psychology)

2014 **WESLEYAN UNIVERSITY**, Middletown, CT
BA in Psychology

RESEARCH INTERESTS

I study the factors that undermine the success of diversity, equity, and inclusion (DEI) initiatives in organizations and investigate solutions that render them more effective.

PEER REVIEW PUBLICATIONS

Birnbaum, H. J., Wilson, D., & Waytz, A. (in press). Advantaged groups misperceive how allyship will be received. *Organizational Behavior and Human Decision Processes*.

Birnbaum, H. J., Dittmann, A. G., Stephens, N. M., Reinhart, E., Carey, R. M., & Markus, H. R. (2023). Personal harm from the Covid-19 pandemic predicts advocacy for equality. *Journal of Experimental Social Psychology*. <https://doi.org/10.1016/j.jesp.2022.104400>

Birnbaum, H. J., Stephens, M. M., Townsend, S. S. M., & Hamedani, M. G. (2020). A diversity ideology intervention: Multiculturalism reduces the racial achievement gap. *Social Psychological and Personality Science*, 12(5), 751–759. <https://doi.org/10.1177/1948550620938227>

Gaither, S., Apfelbaum, E. P., **Birnbaum, H. J.**, Babbitt, L., & Sommers, S. R. (2017). Mere membership in racially diverse groups reduces conformity. *Social Psychological and Personality Science*, 9(4), 402–410. <https://doi.org/10.1177/1948550617708013>

PRACTICE FOCUSED ARTICLES

Birnbaum, H. J., Wilson, D., & Waytz, A. (2024). How organizations can encourage productive allyship. *Harvard Business Review*, Digital Article.

MANUSCRIPTS IN REVISION

Birnbaum, H. J., McClanahan, K. J., & Unzueta, M. (2nd round R&R). Silence and Allyship. *Journal of Applied Psychology*. (title disguised)

Waldfoegel, H. B., Dittmann, A. G., **Birnbaum, H. J.**, (2nd round R&R). *Proceedings of the National Academy of Sciences* Social class and construal of voting. (title disguised).

WORKING PAPERS

Birnbbaum, H. J., McClanahan, K. J., Shih, M. (Working Paper). Diversity messages that invite allies to DEI efforts.

Birnbbaum, H. J., Waldfogel, H. B., Apfelbaum, E. P., & Waytz, A. (Working Paper). When instrumentality for diversity backfires.

Truong, M., **Birnbbaum, H. J.**, Dittmann, A. G., Emery, L. F., Carey, R. M., Stephens, N. M., & Townsend, S. S. M. (Working Paper). Feminine defaults and gender participation gaps in the MBA classroom.

Dittmann, A. G., **Birnbbaum, H. J.**, Stephens, N.M., Carey, R. M., Markus, H. R., & Reinhart, E. (Working paper). *Research in Organization Behavior*. Gig workers, relationships, and wellbeing. (title disguised).

SELECT RESEARCH IN PROGRESS

Birnbbaum, H. J., Atir, S., McClanahan, K. J., Keller, S., & Unzueta, M. M. (Data Analysis). Gender and credentialing.

Waldfogel, H. B., Dittmann, A. G., & **Birnbbaum, H. J.** (Stage 1 registered report writing). Motivating voter turnout by emphasizing voting as a duty to others.

Birnbbaum, H. J., & Waytz, A. (Data Collection). Misattributions in the source of discrimination.

Birnbbaum, H. J., Apfelbaum, E. P., & Stephens, N. M. (Data collection). Do diversity committees help or hurt stigmatized groups?

Birnbbaum, H. J.*, Dittmann, A. G.*, & Stephens, N. M. (Data collection). Gender, social class background, and workplace burnout. *denotes equal contribution

AWARDS, GRANTS, AND HONORS

2023	Runner up for the Olin Award: Research That Transforms Business
2021	Organizational Behavior Doctoral Consortium Nominee (1 candidate selected per school)
2020	Dissertation Research Grant, Kellogg School of Management
2012-2014	Dean's List, Wesleyan University

INVITED TALKS

2024	University of Arizona, Eller College of Management
2023	Presentation with the Dean's Office at Washington University in St. Louis, Olin
2023	Psychology and Brain Sciences Department at Washington University in St. Louis
2022	Imperial College London
2022	Washington University in St Louis, Olin Business School
2021	Invited speaker in Dr. Andrea Dittmann's Lab
2021	Invited speaker in Dr. Fred Duong's Moral Judgement and Decision-Making Lab
2020	Invited speaker in Dr. Chanel Meyers's Diversity and Intergroup Relations course
2018	Invited speaker at the California Minority Corporate Counsel Program

ORGANIZED SYMPOSIA

Birnbbaum, H. J. & McClanahan, K. J (2022). The promises and pitfalls of allyship. *Academy of Management* (AOM) Conference; Seattle, WA.

Birnbaum, H. J. & McClanahan, K. J (2022). The promises and pitfalls of allyship. *Society of Personality and Social Psychology* (SPSP) Conference; virtual.

CONFERENCE PRESENTATIONS

“Advantaged groups misperceive how allyship will be received.”

- International Association for Conflict Management Conference (2023), Thessaloniki, Greece
- Academy of Management Conference (2022 & 2023); Seattle, WA & Boston, MA.
- Academy of Management Conference (2022); Seattle, WA.
- Society of Personality and Social Psychology Conference (2022); Virtual

“Getting buy-in or selling out? How instrumental rationales shape support for diversity efforts.”

- Trans-Atlantic Doctoral Conference (2021); Virtual.

“Women from working-class backgrounds in professional workplaces.”

- Society of Personality and Social Psychology Conference (2020); Virtual.

“The stubborn effect of the business case for diversity.”

- Academy of Management Conference (2020); Virtual.

“A diversity ideology intervention reduces the racial achievement gap.”

- Society for Personality and Social Psychology Conference (2020); New Orleans, LA.

“Making the case for diversity.”

- Academy of Management Conference (2019); Boston, MA.

“Diversity initiatives as invisible sources of inequality.”

- Academy of Management Conference (2019); Boston, MA.

“When the business case backfires: Competitive advantage standards jeopardize lasting support for diversity.”

- Society for Personality and Social Psychology Conference (2019); Portland, OR.
- International Convention of Psychological Science (2019); Paris, France.
- Kellogg-Booth Student Symposium (2019); Chicago, IL.

“Consequences of working on diversity committees for women and minorities.”

- Society for Personality and Social Psychology Conference (2018); Atlanta, GA.

TEACHING EXPERIENCE

Washington University in St. Louis, Olin Business Schools

Organizational Behavior Within the Firm, Fall 2022 – present

Northwestern University, Kellogg School of Management

The Science and Strategy of Bias Reduction, Teaching Assistant, 2021-2022

Leading and Managing Teams, Teaching Assistant, 2021

Leadership in Organizations, Teaching Assistant, 2017-2020

Negotiation Fundamentals, Teaching Assistant, 2018-2019
Leading and Managing Diversity, Teaching Assistant, 2018

MEDIA COVERAGE

The Hill (2022), *Harvard Business Review* (2020), *Catalyst* (2020), *MIT Sloan Management Review* (2017), *Entrepreneur* (2017),

WORKSHOPS

2022 Roundtable discussion at the Academy of Management for “Halfway there, but now what: Advice for pre-dissertation doctoral students” Seattle, Washington.

PROFESSIONAL SERVICE

Ad-hoc Reviewer (Journals):

Psychological Bulletin
 Journal of Experimental Psychology: General
 Management Science
 Journal of Experimental Social Psychology
 Personality and Social Psychology Bulletin
 Proceedings of the National Academy of Sciences

Ad-hoc Reviewer (Conferences):

Academy of Management Conference
 Society for Personality and Social Psychology Conference

Dissertation Committees:

Jung Hyun (Julie) Lee, Washington University’s Olin Business School (2022-)
 Hyun Yoon, Washington University’s Olin Business School (2023-)

Honors Thesis Reader:

Danika Strayhorn, Washington University’s Arts & Sciences (2023-2024)

Service to Washington University in St Louis:

Faculty review panel for the Center for the Study of Race, Ethnicity, and Equity Faculty Fellowships (2024)
 Faculty advisory board for Center for the Study of Race, Ethnicity, and Equity (2022-)
 PhD Recruiting (2023, 2024)
 OB Department External and Internal Speaker Series Co-Organizer (2023, 2024)
 Panel member at Leadership Perspectives Series (2023)

Service to Northwestern Kellogg School of Management:

MORS Doctoral Student Admissions Committee (2019-2021)
 Doctoral Student Panelist at PhD orientation (2020-2021)
 Organizer of First Year/Faculty Meetings (2020)
 Co-organizer of Kellogg-Booth Student Symposium (2017-2018)

RESEARCH AND PROFESSIONAL EXPERIENCE

2014-2016 Lab Manager, Sloan School of Management, MIT

- 2012-2014 Summer Undergraduate Research Fellow, Harvard University and Harvard Business School
- 2012-2014 Research Fellow, Wesleyan University

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
Society for Personality and Social Psychology (SPSP)
American Psychological Association (APA)
Society for the Improvement of Psychological Science (SIPS)
Society for the Psychological Study of Social Issues (SPSSI)
Center for Positive Organizations (CPO)