

PREETI VANI

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EDUCATION

Stanford University

Stanford, CA

- Ph.D. Student in Organizational Behavior. Expected graduation: June 2024
- Dissertation: “The Role of Trust in Allyship: The Divergent Perspectives of Minority and Majority Individuals.”

Yale University

New Haven, CT

- M.A. in International & Development Economics. May 2017
- Thesis: “Leaning In, or Checking Out? A Case Study in Gender Bias and Female Quantitative Dropout Rates.”

Harvard University

Cambridge, MA

- B.A. in Psychology (Cognitive Neuroscience Track), Departmental High Honors. May 2016
- Minors in Economics and Studies of Women, Gender, and Sexuality.
- Thesis: “Altruism and Cooperation Across Differentiated Perceptions of Identity: The Nonprofit and Ourselves.”

PUBLICATIONS

Vani, P., Alzahawi, S., Dannals, J.E., & Halevy, N. (2023). Strategic Mindsets and Support for Social Change: Impact Mindset Explains Support for Black Lives Matter across Racial Groups. *Personality and Social Psychology Bulletin*, 49, 1295-1312. [Link](#).

Park, J.W., **Vani, P.**, Saint-Hilaire, S. & Kraus, M.W. (2022). Disadvantaged Group Activists’ Attitudes toward Advantaged Group Allies in Social Movements. *Journal of Experimental Social Psychology*, 98, 104226. [Link](#).

Abel, J., **Vani, P.**, Abi-Esber, N., Blunden, H. & Schroeder, J. (2022). Kindness in Short Supply: Evidence for Inadequate Prosocial Input. *Current Opinion in Psychology*, 48, 101458. [Link](#).

Halevy, N., Maoz, I., **Vani, P.**, & Reit, E. (2022). Where The Blame Lies: Unpacking Groups Shifts Judgments of Blame in Intergroup Conflict. *Psychological Science*, 33, 76-89. [Link](#).

WORK IN PROGRESS & MANUSCRIPTS UNDER REVIEW

Vani, P. *The Role of Trust in Allyship: The Divergent Perspectives of Minority and Majority Individuals* (working paper).

Vani, P., Abel, J.E., Schroeder, J., & Flynn, F.J. *Unsolicited but not Unwanted: The Surprising Value of Unsolicited Advice* (working paper).

Halevy, N., Lide, C.R., **Vani, P.**, & Landry, A.P. *Minority Exceptionalism, Positive Stereotypes, and the Superhumanization of Black Americans* (working paper).

Vani, P. & Monin, B. “*Because We Care*”: *Organizational Responses to Social Movements* (data collection).

Vani, P., Belmi, P., & Adams, G.S. *Friend or Faux: Performative Wokeness and Reputational Signaling on Social Issues* (data collection).

POPULAR PRESS ARTICLES

Who Do You Blame for Racial Tensions in America? (May 17, 2022). *Psychology Today*. [Link](#).

Who’s to Blame? (December 9, 2022). *Quick Study by Stanford Graduate School of Business*. [Link](#).

How an “Impact Mindset” Unites Activists of Different Races (September 8, 2022). *Insights by Stanford Business*. [Link](#).

What Activists Want from Allies. (December 2, 2021). *Yale Insights*. [Link](#).

Small Changes to Survey Questions Can Shift Who Gets Blamed for Big Conflicts. (November 16, 2021). *Insights by Stanford Business*. [Link](#).

CHAired CONFERENCE SYMPOSIA

Diversity Dilemmas: Examining the Antecedents and Aftermath of Pro-DEI Behaviors. (2023). *Symposium co-sponsored by the Organizational Behavior & Diversity, Equity, and Inclusion & Conflict Management Divisions, presented at the annual meeting of the Academy of Management, Boston, MA.*

Sounding Off for Social Good: An Examination of Voice Behaviors for Moral and Social Issues. (2023). *Symposium co-sponsored by the All-Academy Theme Division, presented at the annual meeting of the Academy of Management, Boston, MA.*

Voices for Change: An Examination of Voice Behaviors for Social and Moral Issues. (2023). *Symposium presented at the annual meeting of the International Association for Conflict Management, Thessaloniki, Greece.*

I Meant What I Said, and I Said What I Meant?: Organizational Rhetoric around Social Justice Issues and its Resulting Perceptions. (2022). *Symposium co-sponsored by the Organizational Behavior & Gender and Diversity in Organizations & Conflict Management Divisions, presented at the annual meeting of the Academy of Management, Seattle, WA.*

All In This Together: Antecedents and Consequences of Allyship in Organizations. (2022). *Symposium co-sponsored by the Organizational Behavior & Gender and Diversity in Organizations & Conflict Management Divisions, presented at the annual meeting of the Academy of Management, Seattle, WA.*

Don't Hold Back: Why People Mistakenly Avoid Prosocial Behavior. (2021). *Symposium presented at the annual meeting of the Society for Personality & Social Psychology, Austin, TX.*

You're Doing Less Good Than You Should: The Impact of Social Misprediction on Organizational Citizenship Behaviors. (2020). *Symposium co-sponsored by the Organizational Behavior & Managerial and Organizational Cognition Divisions, presented at the annual meeting of the Academy of Management, Vancouver, BC.*

AWARDS

Webby Award	Spring 2023
Society for Personality & Social Psychology Heritage Dissertation Award	Summer 2022
Society for Personality & Social Psychology Graduate Student Travel Award	Fall 2021
Society for Personality & Social Psychology Diversity Graduate Student Travel Award	Fall 2021
Stanford Graduate School of Business Student Distinguished Service Award	Spring 2021
Association for Psychological Science Student Diversity Registration Award	Spring 2021
Academy of Management Best Symposium Award, Organizational Behavior Division	Summer 2020
Harvard University Lowell House Award for Leadership & Community Engagement	Spring 2015

GRANTS & FELLOWSHIPS

Stanford Interdisciplinary Graduate Fellowship	Spring 2021 – Spring 2024
Stanford University Diversity Dissertation Research Opportunity Fellowship	Summer 2023
Columbia University Consortium on Cooperation, Conflict, and Complexity Scholarship	Summer 2022
Stanford Impact Labs Collaborative Research Fellowship	Summer 2022
Stanford University Center for American Democracy Fellowship	Fall 2020 – Fall 2021
Stanford University Diversity & Inclusion Innovation Grant	Summer 2020 – Summer 2021
Columbia University Consortium on Cooperation, Conflict, and Complexity Scholarship	Spring 2021
Stanford University Bass Fellowship	Summer 2020
Stanford University Graduate Public Service Fellowship	Fall 2019 – Fall 2020
Yale University Effective Altruism Fellowship	Fall 2016 – Spring 2017
Yale University Pierson College Graduate Affiliate Fellowship	Fall 2016 – Spring 2017
Harvard University Center for Public Interest Careers Fellowship	Summer 2016
Harvard University Graduate Philanthropy Advisory Fellowship	Fall 2015 – Spring 2016

RESEARCH TALKS

Vani, P., Abel, J.E., Schroeder, J.* & Flynn, F.J. (2023). The Unexpected Value of Giving Unsolicited Advice. *Talk presented at the annual meeting of the Society of Experimental Social Psychology, Madison, Wisconsin.*

Vani, P.* & Halevy, N. (2023). Who Has The Right to be an Ally?: Perceptions of Psychological Standing Shape Judgements of an Ally's Trustworthiness and Trust. *Talk presented at the annual meeting of the Academy of Management, Boston, MA.*

Vani, P.*, Belmi, P., & Adams, G.S. (2023). Friend or Faux: Performative Wokeness and Reputational Signaling on Social Issues. *Talk presented at the annual meeting of the Academy of Management, Boston, MA.*

Vani, P.* & Monin, B. (2023). "Because We Care": Perceptions of Organizational Messages Using Moral Claims and Instrumental Claims. *Talk presented at the annual meeting of the Academy of Management, Seattle, WA.*

Vani, P.* (2023). The Role of Psychological Standing and Trustworthiness in Prospective Allies' Willingness to Engage in Allyship Behavior. *Talk presented at the annual meeting of the International Association for Conflict Management, Thessaloniki, Greece.*

Halevy, N.*, Lide, C.R., **Vani, P.**, & Landry, A.P. (2023). Exposure to Exceptional Minority Performers Shapes Racial Bias. *Talk presented at the annual meeting of the International Association for Conflict Management, Thessaloniki, Greece.*

Vani, P.*, Belmi, P., & Adams, G.S. (2022). Friend or Faux: Performative Wokeness and Reputational Signaling on Social Issues. *Talk presented at the Rising Scholars Conference, Chicago, IL.*

Vani, P.*, Alzahawi, S., Dannals, J.E., & Halevy, N. (2022). Impact Mindset Explains Support for Black Lives Matter across Racial Groups. *Talk presented at the annual meeting of the Academy of Management, Seattle, WA.*

Vani, P.* & Monin, B. (2022). "Because We Care": Organizational Responses to Social Movements. *Talk presented at the annual meeting of the Academy of Management, Seattle, WA.*

Vani, P.*, Belmi, P., & Adams, G.S. (2022). Friend or Faux: Performative Wokeness and Reputational Signaling on Social Issues. *Talk presented at the annual meeting of the International Association for Conflict Management, Ottawa, Canada.*

Vani, P.*, Abel, J.E., Schroeder, J. & Flynn, F.J. (2022). The Unexpected Value of Giving Unsolicited Advice. *Talk presented at the annual meeting of the International Association for Conflict Management, Ottawa, Canada.*

Vani, P.*, Alzahawi, S., Dannals, J.E., & Halevy, N. (2022). The Strategy of Social Change: Explaining Support for Black Lives Matter across Racial Groups. *Talk presented at the annual meeting of the Society for Personality & Social Psychology, San Francisco, CA.*

Vani, P.*, Belmi, P., & Adams, G.S. (2021). Friend or Faux: Performative Wokeness and Reputational Signaling on Social Issues. *Talk presented at the annual meeting of the Academy of Management, Philadelphia, PA.*

Vani, P.*, Abel, J.E., Schroeder, J. & Flynn, F.J. (2021). The Role of Perceived Legitimacy in Interpersonal Advice Interactions. *Talk presented at the annual meeting of the Academy of Management, Philadelphia, PA.*

Halevy, N.*, Maoz, I., **Vani, P.**, & Reit, E. (2021). Where The Blame Lies: Unpacking Groups Shifts Judgments of Blame in Intergroup Conflict. *Talk presented at the annual meeting of the International Association for Conflict Management, Thessaloniki, Greece.*

Vani, P.*, Alzahawi, S., Dannals, J.E., & Halevy, N. (2021). The Strategy of Social Change: Support for Black Lives Matter as Advocacy, Solidarity, and Allyship. *Talk presented at the annual meeting of the International Association for Conflict Management, Thessaloniki, Greece.*

Halevy, N., Maoz, I., **Vani, P.***, & Reit, E. (2021). Where The Blame Lies: Unpacking Groups Shifts Judgments of Blame in Intergroup Conflict. *Talk presented at the annual meeting of the Association for Psychological Science, Washington, DC.*

- Vani, P.***, Alzahawi, S., Dannals, J.E., & Halevy, N. (2021). The Strategy of Social Change: Support for Black Lives Matter as Advocacy, Solidarity, and Allyship. *Talk presented at the East Coast Doctoral Consortium, New York City, NY.*
- Vani, P.***, Abel, J.E., Schroeder, J. & Flynn, F.J. (2021). The Unexpected Value of Giving Unsolicited Advice. *Talk presented at the annual meeting of the Society of Personality & Social Psychology, Austin, TX.*
- Vani, P.***, Abel, J.E., Schroeder, J. & Flynn, F.J. (2020). Unsolicited Advice is Valued More Than People Realize. *Talk presented at the annual meeting of the Society for Judgment and Decision Making, Austin, TX.*
- Vani, P.*** & Monin, B. (2020). “Because We Care”: Organizational Responses to Social Movements. *Talk presented at the Rising Scholars Conference, Palo Alto, CA.*
- Vani, P.***, Abel, J.E., Schroeder, J. & Flynn, F.J. (2020). The Unexpected Value of Giving Unsolicited Advice. *Talk presented at the annual meeting of the Academy of Management, Vancouver, BC.*
- Park, J.W.*, **Vani, P.***, Saint-Hilaire, S. & Kraus, M.W. (2020). Perceptions of Male Allies in the Feminist Movement. *Talk presented at the annual meeting of the Academy of Management, Vancouver, BC.*
- Greer, L.L., Yu, A. & **Vani, P.*** (2019). Should Teams Surface Hidden Conflicts? Effects Depend on Team Alignment. *Talk presented at the annual meeting of the Academy of Management, Boston, MA.*
- Greer, L.L.*, Yu, A. & **Vani, P.** (2019). Should Teams Surface Hidden Conflicts? Effects Depend on Team Alignment. *Talk presented at the annual meeting of the International Association for Conflict Management, Dublin, Ireland.*
- Park, J.W.*, **Vani, P.**, Saint-Hilaire, S. & Kraus, M.W. (2019). Perceptions of Male Allies in the Feminist Movement. *Talk presented at the annual meeting of the Society for the Psychological Study of Social Issues, San Diego, CA.*

* indicates presenter

POSTER PRESENTATIONS

- Vani, P.*** & Halevy, N. (2023). Who Has The Right to be an Ally?: Perceptions of Psychological Standing Shape Judgements of an Ally’s Trustworthiness and Trust. *Poster presented at the annual meeting of the International Association for Conflict Management, Thessaloniki, Greece.*
- Vani, P.*** & Monin, B. (2022). “Because We Care”: Organizational Responses to Social Movements. *Poster presented at the Society for Judgment and Decision-Making SPSP Preconference, San Francisco, CA.*
- Vani, P.***, Belmi, P., & Adams, G.S. (2022). Friend or Faux: Performative Wokeness and Reputational Signaling on Social Issues. *Poster presented at the Group Processes and Intergroup Relations SPSP Preconference, San Francisco, CA.*
- Vani, P.***, Alzahawi, S., Dannals, J.E., & Halevy, N. (2022). The Strategy of Social Change: Explaining Support for Black Lives Matter across Racial Groups. *Poster presented at the annual meeting of the Society for Judgment and Decision Making, San Diego, CA.*
- Vani, P.*** & Monin, B. (2021). “Because We Care”: Organizational Messages Using Moral Claims Lead to Perceptions of Greater Organizational Care and Organizational Intent to Act in the Future. *Poster presented at the annual meeting of the Association for Psychological Science, Washington, DC.*
- Vani, P.*** & Monin, B. (2021). “Because We Care”: Organizational Responses to Social Movements. *Poster presented at the Justice & Morality SPSP Preconference, Austin, TX.*
- Vani, P.***, Abel, J.E., Schroeder, J. & Flynn, F.J. (2020). The Unexpected Value of Giving Unsolicited Advice. *Poster presented at the Society for Judgment and Decision-Making SPSP Preconference, New Orleans, LA.*
- Park, J.W.*, **Vani, P.***, Saint-Hilaire, S. & Kraus, M.W. (2020). Activists’ Attitudes toward Male Allies in the Feminist Movement. *Poster presented at the annual meeting of the Society of Personality & Social Psychology, New Orleans, LA.*

TEACHING EXPERIENCE

Negotiations, Teaching Assistant Fall 2020, Winter 2021, Fall 2021, Winter 2022, Spring 2023
Professors: Nir Halevy, Jon Atwell

Managing Groups and Teams, Teaching Assistant Summer 2019, Summer 2020, Summer 2021, Summer 2023
Professors: Margaret Neale, Deborah Gruenfeld, Ashley Martin

The Paths to Power, Teaching Assistant Winter 2020, Winter 2021
Professor: Jeffrey Pfeffer

Acting With Power, Teaching Assistant Spring 2021
Professors: Benoît Monin, Deborah Gruenfeld

Winning Writing, Teaching Assistant Summer 2020
Professor: Glenn Kramon

Managing People in the Global Context, Teaching Assistant Spring 2020
Professor: Aruna Ranganathan

BOARD POSITIONS & LEADERSHIP

Harvard College Admissions Office, Alumni Interviewer Fall 2013 – Present
Stanford University Haas Center for Public Service, National Advisory Board Member Fall 2020 – Fall 2022
Society for Judgment and Decision-Making Executive Board, Student Representative Fall 2020 – Fall 2022
Stanford Graduate School of Business PhD Association, President Fall 2019 – Fall 2021
Yale University Graduate & Professional Student Senate, Senator Fall 2016 – Fall 2017
Harvard University Class Council, Class of 2016 Representative Fall 2015 – Spring 2016

DIVERSITY, EQUITY & INCLUSION WORK

Stanford Graduate Feminist Book Club, Chair Spring 2022 – Present
Stanford Women's Community Center, Graduate Program Coordinator Spring 2021 – Spring 2022
Stanford GSB PhD Diversity Recruitment Task Force, Student Representative Winter 2021 – Winter 2022
Stanford GSB Student Mental Health Task Force, Student Representative Summer 2020 – Winter 2022
Stanford Graduate School of Business Social Equity Conversation Group, Founder Summer 2020 – Winter 2022
Stanford Sexual Assault/Harassment Response & Awareness Office, Student Facilitator Fall 2018 – Spring 2020

ACADEMIC SERVICE

Academy of Management Review, Reviewer Spring 2022 – Present
Academy of Management (AOM) Conference, Reviewer Fall 2019 – Present
International Association for Conflict Management (IACM) Conference, Reviewer Fall 2018 – Present

PROFESSIONAL MEMBERSHIPS

Academy of Management
Society for Personality and Social Psychology
Society of Judgment and Decision Making
International Association for Conflict Management

SKILLS & INTERESTS

Statistical Tools: R, SPSS, Stata, NVivo, LIWC, Microsoft Office.

Research Methods & Data Analysis: Survey design (online experiments, lab experiments, field experiments, archival data), statistical tests (regressions, multi-level modeling, repeated measures design, factor analysis, t-tests, ANOVAs), data cleaning, interview design, thematic coding of qualitative & quantitative data.

Interests: Traveling, event planning, musical theater, fashion, yoga, stained glass art.

Media Appearances: National Broadcasting Company (NBC 30), National Public Radio (NPR).

LETTERS OF RECOMMENDATION & PROFESSIONAL REFERENCES

Nir Halevy

The Jagdeep and Roshni Singh Professor of Organizational Behavior
Stanford University Graduate School of Business
Email: nhalevy@stanford.edu

Francis Flynn

The Paul E. Holden Professor of Organizational Behavior
Stanford University Graduate School of Business
Email: fflynn@stanford.edu

Benoît Monin

The Bowen H. and Janice Arthur McCoy Professor of Ethics, Psychology, and Leadership
Stanford University Graduate School of Business
Email: monin@stanford.edu

Juliana Schroeder

The Harold Furst Chair in Management Philosophy and Values
University of California Berkeley Haas School of Business
Email: jschroeder@haas.berkeley.edu

Claude Steele

Lucie Stern Professor Emeritus of Psychology
Stanford University Department of Psychology
Email: csteele@stanford.edu