

PREETI VANI

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EDUCATION

Stanford University

Stanford, CA

June 2024

- Ph.D. in Organizational Behavior.
- Dissertation: “The Role of Trust in Allyship: The Perspectives of Minority and Majority Individuals.”
- Won over 10 awards and fellowships amounting to \$200,000+, including Stanford’s most competitive internal fellowship (Stanford Interdisciplinary Graduate Fellowship) and an award at several preeminent conferences (Academy of Management, Society of Personality & Social Psychology, International Association of Conflict Management).

Yale University

New Haven, CT

May 2017

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

Harvard University

Cambridge, MA

May 2016

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

EMPLOYMENT

Duke University Fuqua School of Business

Durham, NC

Postdoctoral Scholar, Management and Organizations Department

July 2024 – Present

PUBLICATIONS

Halevy, N., Lide, C.R., **Vani, P.**, & Landry, A.P. (2025). Superhumanization as Social Creativity: Positive Exemplars and Cultural Appropriation Concerns Shape Identity Management. *Social Psychological and Personality Science*.

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](#).

MANUSCRIPTS UNDER REVIEW

Vani, P., Abel, J.E., Schroeder, J., & Flynn, F.J. *Unsolicited but not Unwanted: The Surprising Value of Unsolicited Advice*. R&R at Journal of Personality and Social Psychology.

Vani, P. & Monin, B. “Because We Care” or “Because Our Stakeholders are Watching”? The Impact of Moral and Instrumental Language on Perceptions of Organizational Social Justice Efforts. Under review at Proceedings of the National Academy of Sciences.

Vani, P., Halevy, N., Rosette, A.S., Effron, D.A. & Sherf, E.N. *Who Has “The Right” To Be An Ally? The Importance of Psychological Standing from the Perspective of Marginalized Individuals and Their Allies*. Under review at Current Directions in Psychological Science.

Starck, J.G., Composto, J.W., **Vani, P.,** & Xu, J. *Diversity in Black and White: How Rationales Change the Perceived Focus of Organizations’ Diversity Commitments*. Under review at Journal of Personality and Social Psychology.

WORK IN PROGRESS

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

Vani, P. & Rosette, A.S. *Individuals’ Racial Perceptions of Policy Beneficiaries Influences their Support for Reproductive Health and Child Welfare Policies* (working paper). Target journal: Proceedings of the National Academy of Sciences.

Mei, B., **Vani, P.,** & Kay, A.C. *Political Differences in Hierarchy Preferences Spill Over Into Workplace Contexts* (working paper). Target journal: Organizational Behavior and Human Decision Processes.

Vani, P. & Halevy, N. *Who Comes Out On Top? Support for Hierarchy Depends on Targets’ Identities and Rank Reversal* (data collection). Target journal: Organizational Behavior and Human Decision Processes.

Vani, P., & Rosette, A.S. *Gender & Advocacy: Women’s Negotiation Outcomes Depend on Whether They Have an Other-Oriented or Self-Oriented Mindset* (data collection). Target journal: Journal of Applied Psychology.

Vani, P., Belmi, P., & Adams, G.S. *Social Class & Allyship: Why High-SES Individuals Exhibit Greater Allyship Behavior than Low-SES Individuals* (data collection). Target journal: Journal of Personality and Social Psychology.

POPULAR PRESS ARTICLES

The Key to Long-Term Social Change? Rethinking How We Motivate Allies (July 7, 2025). *Fast Company*. [Link](#).

Showing Up For Social Change: Thinking about Your Impact Predicts Your Long-Term Action for Racial Justice (June 18, 2025). *Psychology Today*. [Link](#).

There is a great disconnect between identity-based social movements and their allies. Researchers from Yale and Stanford believe they’ve identified its cause. (April 4, 2024). *Fortune*. [Link](#).

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

Addressing Barriers to Equity and Inclusion. (2025). *Symposium presented at the annual meeting of the International Association for Conflict Management, Burlington, VT*.

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 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 (\$150,000)	Spring 2021 – Spring 2024
Negotiation & Team Resources Research Grant (\$15,000)	Spring 2024
Stanford University Diversity Dissertation Research Opportunity Fellowship (\$5,000)	Summer 2023
Columbia University Cooperation, Conflict, and Complexity Scholarship (\$2,000)	Summer 2022
Stanford Impact Labs Collaborative Research Fellowship (\$3,000)	Summer 2022
Stanford University Center for American Democracy Fellowship (\$3,000)	Fall 2020 – Fall 2021
Stanford University Diversity & Inclusion Innovation Grant (\$12,000)	Summer 2020 – Summer 2021
Columbia University Cooperation, Conflict, and Complexity Scholarship (\$2,000)	Spring 2021
Stanford University Bass Fellowship	Summer 2020
Stanford University Graduate Public Service Fellowship (\$10,000)	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 (\$5,000)	Summer 2016

RESEARCH TALKS

Vani, P. & Halevy, N. (2025). Rank Reversal & Inequality: Willingness to Overturn Hierarchies Depends on Identities of Affected Targets. *Talk presented at the annual meeting of the International Association for Conflict Management, Burlington, VT.*

Vani, P. & Rosette, A.S. (2025). Individuals' Racial Perceptions of Policy Beneficiaries Influences their Support for Reproductive Health and Child Welfare Policies. *Talk presented at the annual meeting of the International Association for Conflict Management, Burlington, VT.*

Vani, P. & Rosette, A.S. (2025). Individuals' Racial Perceptions of Policy Beneficiaries Influences their Support for Reproductive Health and Child Welfare Policies. *Talk presented at the annual meeting of the Responsible Research for Business & Management, New York, NY.*

Vani, P. & Monin, B. (2025). Perceptions of Organizational Messages Using Moral Rhetoric and Instrumental Rhetoric. *Talk presented at the annual meeting of the Society for Personality & Social Psychology, Denver, CO.*

Vani, P., Abel, J.E., Schroeder, J. & Flynn, F.J. (2024). The Unexpected Value of Giving Unsolicited Advice. *Talk presented at the annual meeting of the Society for the Science of Motivation, San Francisco, CA.*

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.*

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.*
- 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.*
- POSTER PRESENTATIONS**
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- 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

Foundations of Management & Organizations , Professor	Fall 2024
Teaching Evaluation: 6.7 out of 7	

Navigating Organizations , Professor	Fall 2025
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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, 2020, 2021, 2023
Professors: Margaret Neale, Deborah Gruenfeld, Ashley Martin	

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

Leading Through Culture , Teaching Assistant	Winter 2024
Professor: Glenn Carroll	

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	Fall 2020 – Fall 2022
Society for Judgment and Decision-Making 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 – Spring 2024
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 GSB Social Equity Conversation Group , Founder	Summer 2020 – Winter 2022
Stanford Sexual Assault/Harassment Response 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, dance, fashion, stained glass art.