

**ANEETA RATTAN, PH.D.**  
**LONDON BUSINESS SCHOOL**  
REGENT'S PARK, SUSSEX PLACE, LONDON NW1 4SA  
arattan@london.edu

**ACADEMIC APPOINTMENTS**

---

**London Business School**

Professor, Organisational Behaviour	2024 – present
Associate Professor with tenure (awarded early tenure)	2019-present
Assistant Professor, Organisational Behaviour	2013-2019

*Personal Circumstances:*

<i>Maternity leave (23 weeks)</i>	2023-2024
<i>Fertility treatments (IVF, 4 rounds)</i>	2021-2023
<i>Recurrent pregnancies and miscarriages</i>	2020-2022

**Stanford University**

Postdoctoral Research Scholar, Department of Psychology, with Dr. Nalini Ambady	2011 – 2013
---	-------------

**EDUCATION**

---

**Stanford University**

Department of Psychology (Social Area)	Ph.D., September 2011
--	-----------------------

M.A., September 2007
----------------------

**Columbia University**

Major: Psychology, Minor: English Literature

B.A., May 2003

**BOARD POSITION**

---

Diversity, Equity, and Inclusion Advisory Board, Sage: FTSE 100, 3<sup>rd</sup> largest supplier of enterprise resource software globally, over 13,000 employees and over 6 million customers.

**RESEARCH INTERESTS**

---

Keywords: diversity, intergroup relations, implicit theories, mindsets, underrepresentation, prejudice confrontation, sense of belonging, inequality, race, gender, LGBTQ+, disability.

Short Summary: I am a scholar of mindsets and diversity with a focus on three organizational diversity issues. First, I investigate mindsets that can promote belonging and inclusion among stigmatized employees. Second, I evaluate the psychological and social dynamics around employees speaking up about bias. Third, I reveal the unintended negative consequences of seemingly positive organizational diversity rhetoric.

## ADVISEES

---

Eva Lin (6<sup>th</sup> year Ph.D. student, as of fall 2025 Assistant Professor of Management, Stern at NYU Shanghai)

- SPSP Graduate Student Poster Award Winner, 2023.
- Inaugural winner, Future of Work Research Prize, University of Zurich Center for Leadership in the Future of Work, 2021.

Ezgi Ozgumus, Ph.D. (2024, Assistant Professor of Management, Stern at NYU Abu Dhabi)

- Dissertation Title: Gender Role Contingencies: How Asymmetry in Modern Social Roles Drive Ongoing Gender Inequalities in the Workplace.

Ee Hwee Lau (M. Res 2023)

Oriane Georgeac, Ph.D. (2020, Assistant Professor of Management & Organizations at Boston University Questrom School of Business, Fall 2023 onwards, Assistant Professor of Organizational Behavior at Yale School of Management, Fall 2020-Summer 2023)

- Dissertation Title: The Business Case for Diversity Backfires: Detrimental Effects of Organizations' Instrumental Diversity Rhetoric for Underrepresented Group Members' Sense of Belonging and Performance.
  - Winner, Best Paper Based on a Dissertation Award, Gender and Diversity in Organizations Division, Academy of Management, 2021.
  - Finalist (top 3), Best Dissertation Award, Society for Experimental Social Psychology (SESP), 2021.
  - Finalist (top 3), Best Dissertation Award, Society for Business Ethics, 2021.
  - Finalist (top 3), William C. Frederick Social Issues in Management (SIM) Doctoral Dissertation Award, 2022.

Lily Jampol, Ph.D. (Postdoctoral Fellow, Newton International Fellows 2015-2017, Head of People Science at ReadySet)

## PUBLICATIONS (PEER-REVIEWED; IN REVERSE CHRONOLOGICAL ORDER)

---

\* denotes equal first authorship, underline denotes current or former Ph.D. student, postdoc, or mentee.

Brands, R., Ozgumus, E., Huang, L., **Rattan, A.**, & Cortland, C. (in press). When Form Leads to Function: Network Closure & Social Identity Threat Among Women Entrepreneurs. *Personnel Psychology*.

Ozgumus, E. & **Rattan, A.** (2025). Motivating Support for Workplace Diversity Initiatives: A Mindsets Framework. *Current Opinion on Psychology*.

Lamarche, V., Kung, F., Finkel, E., Jayawickreme, E., **Rattan, A.**, Wheatley, T. (2023). How to give great research talks to any audience. *Nature Human Behavior*, 8, 616-621.  
<https://doi.org/10.1038/s41562-024-01839-2>.

Albarracin, D., Conway, P., Laurent, S., Laurin, K., Manzi, F., Petrocelli, J., **Rattan, A.**, Salvador, C.A., Stern, C., Todd, A., Toure-Tillery, M., Wakslak, C., Zou, X., (2024). Inaugural editorial. *Journal of Personality and Social Psychology*, 126, 1-4, <https://doi.org/10.1037/pspa0000376>.

Liu, Z., **Rattan, A.**, & Savani, K. (2024). Gender bias in evaluation and selection of future leaders: The role of decision makers' mindsets about the universality of leadership potential. *Journal of Applied Psychology*, 108, 1924 – 1951. <https://doi.org/10.1037/apl0001112>

Kern, M., **Rattan, A.**, & Chugh, D. (2023). A Growth Mindset Frame Increases Opting In to Reading Information About Bias. *Personality and Social Psychology Bulletin*. <https://doi.org/10.1177/01461672231186853>.

Madan, S., Ma, A., Pandey, N., **Rattan, A.**, & Savani, K. (2023). Support for Increasing Low Wage Workers' Compensation: The Role of Fixed-Growth Mindsets about Intelligence. *Journal of Experimental Psychology: General*, 152, 935-955. <https://psycnet.apa.org/doi/10.1037/xge0001303>.

**Rattan, A.\***, Kroeper, K.\*, Arnett, R., Brown, X., & Murphy, M. (2023). Not such a complainer anymore: Confrontation that signals a growth mindset can undercut backlash. *Journal of Personality and Social Psychology*, 124, 344–361. <https://doi.org/10.1037/pspi0000399>.

Georgeac, O.A.M. & **Rattan, A.** (2023). The business case for diversity backfires: Detrimental effects of organizations' instrumental diversity rhetoric for underrepresented group members' sense of belonging. *Journal of Personality and Social Psychology*, 124, 69-108. <https://doi.org/10.1037/pspi0000394>.

Jampol, L.\*, **Rattan, A.\***, & Wolf, E.B. (2023). A bias toward kindness in performance feedback to women. *Personality and Social Psychology Bulletin*, 49, 1423-1438. <https://doi.org/10.1177/01461672221088402>.

Lau, E., **Rattan, A.**, Romero-Canyas, R. & Savani, K. (2022). Culturally relevant frames increase individual's motivation to contribute to carbon emissions offsets. *Journal of Cross Cultural Psychology*, 53, 1211-1234. <https://doi.org/10.1177/00220221221110465>

Georgeac, O.A.M. & **Rattan, A.** (2022). Understanding progress toward social equality: A model of signals and sensemaking. *Current Opinion in Psychology*, 44, 12-17.

Wilton, L. & **Rattan, A.**, Abrams, S., & Genao-Perez, Y. (2022). Lay beliefs about who can bridge the Black-White racial gap during interracial exchanges. *Social Psychological and Personality Science*, 13, 533-542.

**Rattan, A.**, & Ozgunus, E. (2021). Embedding mindsets in context: Theoretical considerations and opportunities for studying fixed-growth lay theories in the workplace. *Research in Organizational Behavior*, 100127.

Murphy, M., Mejia, A., Mejia, J., Yan, X., Cheryan, S., Dasgupta, N., Destin, M., Fryberg, S., Garcia, J.A., Haines, E.L., Harackiewicz, J., Ledgerwood, A., Moss-Racusin, C.A., Park, L.E.,

Perry, S.P., Ratliff, K.A., **Rattan, A.**, Sanchez, D.T., Savani, K., Sekaquaptewa, D., Smith, J.L., Taylor, V.T., Thoman, D.B., Wout, D.A., Mabry, P.L., Ressler, S., Diekmann, A., Pestilli, F. (2020). Open science, communal culture, and women's participation in the movement to improve science. *Proceedings of the National Academies of Science*, 117(39), 24154-24164.

Brands, R. & **Rattan, A.** (2020). Perceived Centrality in Social Networks Increases Women's Expectations of Confronting Sexism. *Personality and Social Psychology Bulletin*, 46, 1682-1701. DOI: 10.1177/0146167220912621.

Georgeac, O. & **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*, 148, 1435-1453.

- *Finalist, 2020 Responsible Research in Management Award, Academy of Management*

**Rattan, A.** (2019). How lay theories (or mindsets) shape the confrontation of prejudice. In R.K. Mallett & M.J. Monteith (Eds.) *Confronting Prejudice and Discrimination: The Science of Changing Minds and Behaviors*. Elsevier.

Madan, S., Basu, S., **Rattan, A.**, & Savani, K. (2019). Support for Resettling Refugees: The Role of Fixed Versus Growth Mind-Sets. *Psychological science*, DOI: 0956797618813561.

- *Finalist (top 20), 2020 Research Prize in Public Interest Communications, Center for Public Interest Communications*

Georgeac, O.\*, **Rattan, A.\***, & Effron, D. (2018). Did the 2016 U.S. Presidential Election Influence Gender Bias in the U.S.? *Social Psychological and Personality Science*. DOI: 10.1177/1948550618776624

**Rattan, A.**, Savani, S., Komarraju, M., Morrison, M., Boggs, C.L., & Ambady, N. (2018). Meta-lay theories of scientific potential drive STEM sense of belonging. *Journal of Personality and Social Psychology*, 115, 54-75.

**Rattan, A.** & Dweck, C.S. (2018). What happens after prejudice in the workplace? How minorities' mindsets affect their outlook on future social relations. *Journal of Applied Psychology*, 103, 676-687.

Wilton, L., **Rattan, A.**, & Sanchez, D. (2017). White's perceptions of biracial individuals' race shift when biracials speak out against bias. *Social Psychological and Personality Science*, 1948550617731497.

Savani, K.\*, **Rattan, A.\***, & Dweck, C. (2017). Is education a fundamental right or a scarce resource? Beliefs about intellectual potential shape people's positions on education. *Personality and Social Psychology Bulletin*, 0146167217711935.

**Rattan, A.**, Steele, J., & Ambady, N. (2017). Identical applicant but different outcomes: The impact of gender versus race salience in hiring. *Group Processes and Intergroup Relations*, 1368430217722035.

Brands, R.A., **Rattan, A.**, Ibarra, H. (2017). Underrepresentation, social networks, and sense of belonging to organizational leadership domains. *Academy of Management Proceedings*, *1*, 12798.

**Rattan, A.** & Georgeac, O. (2017). Understanding intergroup relations through the lens of implicit theories (mindsets) of malleability. *Social Personality Psychology Compass*.  
<https://doi.org/10.1111/spc3.12305>

**Rattan, A.** & Georgeac, O. (2017). Mindsets about malleability and intergroup relations. (pg. 127-156). In C. Zedelius, B. Mueller, J. Schooler (Eds.). *The Science of Lay Theories – How Beliefs Shape Our Cognition, Behavior, and Health*. Springer.

**Rattan, A.**, Savani, K., Chugh, D., Dweck, C.S. (2015). Leveraging mindsets to promote academic achievement: Policy recommendations. *Perspectives on Psychological Science*, *10*, 721-726.

**Rattan, A.** & Ambady, N. (2014). How “It gets better”: Effectively communicating support to targets of prejudice. *Personality and Social Psychology Bulletin*, *40*, 555-566.

**Rattan, A.** & Ambady, N. (2013). Diversity ideologies and intergroup relations: An Examination of Colorblindness and Multiculturalism. *European Journal of Social Psychology*, *43*, 12-21.

**Rattan, A.\***, Savani, K.\*, Naidu, N.V. R., & Dweck, C.S. (2012). Can Everyone Become Intelligent? Belief in a Universal Potential for Intelligence Increases Support for Affirmative Action and Educational Equality. *Journal of Personality and Social Psychology*, *103*, 787-803.

Savani, K.S.\* & **Rattan, A.\*** (2012). Explaining Americans' acceptance and maintenance of wealth inequality. *Psychological Science*, *7*, 796-804.

**Rattan, A.**, Levine, C.S., Dweck, C.S., Eberhardt, J.L. (2012). Race and the Fragility of the Legal Distinction between Juveniles and Adults. *PLoS ONE*, *7*, e36680.

Carr, P.B., **Rattan, A.**, & Dweck, C.S. (2012). Implicit Theories Shape Intergroup Relations. In P. Devine and A. Plant (Eds.) *Advances in Experimental Social Psychology*, *45*, 127-165.

**Rattan, A.**, Good, C., & Dweck, C.S. (2012). “It’s ok - not everyone can be good at math:” Instructors with an entity theory comfort (and demotivate) students. *Journal of Experimental Social Psychology*, *48*, 731-737.

Good, C., **Rattan, A.**, & Dweck, C.S. (2012). Why Do Women Opt Out? Sense of Belonging and Women’s Representation in Mathematics. *Journal of Personality and Social Psychology*, *102*, 700-717.

London, B., Romero-Canyas, R., Downey, G., **Rattan, A.**, & Tyson, D. (2012). Sensitivity to Gender-Based Rejection: Implications for psychological well-being and coping. *Journal of Personality and Social Psychology*, *102*, 961-979.

**Rattan, A.** & Dweck, C.S. (2010). Who confronts prejudice? The role of implicit theories in the motivation to confront prejudice. *Psychological Science*, *21*, 952-959.

**Rattan, A.** & Eberhardt, J.L. (2010). The role of social meaning in inattentive blindness: When the gorillas in our midst do not go unseen. *Journal of Experimental Social Psychology*, *46*, 1085-1088.

#### **INVITED REVISE & RESUBMIT**

---

Ozgumus, E. & **Rattan, A.** Creating Consensus in Concern for Family Leave: The Role of Gender Role Mindsets. (revise and resubmit, *Organizational Behavior and Human Decision Processes*).

#### **WORKING PAPERS**

---

Brands, R.\* & **Rattan, A.\*** When do women achieve social network brokerage? Belonging at the beginning bridges the gender gap.

Georgeac, O.A.M. & **Rattan, A.** The Cost of Instrumentality: Organizational Diversity Rhetoric and Stereotype Threat Performance Effects Among Women (vs. Men) on Recruitment Tasks.

Langdon, J.\*, Savani, K.\*, Kouchaki, M., & **Rattan, A.** Universal versus nonuniversal beliefs about moral potential: Implications for unethical behavior.

Lin, E. & **Rattan, A.** Coping with Employment Uncertainty: The Role of Growth Emotion Mindset in Job Search and Mental Health.

#### **PRACTITIONER & PUBLIC ENGAGEMENT PUBLICATIONS**

---

Madan S., Ma, A., **Rattan, A.**, & Savani, K. (2023). A Growth Mindset Can Boost Support for Increasing the Minimum Wage. *Harvard Business Review Digital Articles*, November 7.

Jampol, L., **Rattan, A.**, & Wolf, E. (2023). Women Get “Nicer” Feedback — and It Holds Them Back. *Harvard Business Review Digital Articles*, January 25.

Georgeac, O. & **Rattan, A.** (2022). Stop making the business case for diversity. *Harvard Business Review Digital Articles*, June 15.

- Featured in IdeaWatch, Harvard Business Review Magazine, September-October 2022.

**Rattan, A.** (2020). Your boss made a biased comment. Should you confront them? *Harvard Business Review Digital Articles*, December 22.

Brands, R. & **Rattan, A.** (2020). Use your social network as a tool for social justice. *Harvard Business Review Digital Articles*, July 13.

**Rattan, A.**, Chilazi, S., Georgeac, O., & Bohnet, I. (2019). Tackling the underrepresentation of women in the media. *Harvard Business Review Digital Articles*, June 6.

Georgeac, O. & **Rattan, A.** (2019). When People See More Women at the Top, They're Less Concerned About Gender Inequality Elsewhere. *Harvard Business Review Digital Articles*, March 8.

**Rattan, A.** (2018). When confronting a biased comment can increase your sense of belonging at work. *Harvard Business Review Digital Articles*, May 4.

#### **TEACHING MATERIALS: CASE & TEACHING NOTE**

---

Chilazi, S.\*, **Rattan, A.\***, & Georgeac, O.A.M. (2020). Ros Atkins and the 50:50 Project at the BBC.

- Finalist, Outstanding Case Writer 2022, The Case Centre Awards and Competitions

Ibarra, H., **Rattan, A.**, Johnson, A. (2018). Satya Nadella at Microsoft: Instilling a Growth Mindset. London Business School.

- Winner, Outstanding Case Writer 2020, The Case Centre Awards and Competitions
- Bestseller, The Case Centre, 2020-2023

#### **EDITORIAL ROLES:**

---

*Journal of Personality and Social Psychology: Attitudes and Social Cognition*

Associate Editor, 2023 – 2026.

Editorial Board Member, 2019 – 2022.

*Personality and Social Psychology Bulletin*

Associate Editor, 2021 – 2023.

*Social Personality Psychology Compass*, Diversity & Culture Section

Associate Editor, 2018 – 2023.

*Organizational Behavior and Human Decision Processes*

Editorial Board Member, 2020 – 2023.

*Journal of Experimental Social Psychology*

Editorial Board Member, 2021 – 2024.

*Personality and Social Psychology Review*

Editorial Board Member, 2022-2024.

#### **HONORS & AWARDS**

---

Favorite Professors of 2023, Poets & Quants, 2023.  
Fellow, Society for Personality and Social Psychology, 2022.  
Excellence in Teaching Award, London Business School, 2022.  
Finalist, The Case Centre Awards and Competitions for *Ros Atkins and the 50:50 Project at the BBC* (with Siri Chilazi and Oriane Georgeac), 2022.  
Fellow, Association for Psychological Science, 2022.  
Overall Winner, The Case Centre Awards and Competitions for *Satya Nadella at Microsoft: Instilling a Growth Mindset* (with Herminia Ibarra), 2020.  
Society for Personality and Social Psychology SAGE Young Scholar Award, 2019  
Thinkers50 Radar List, Thinkers50 Radar Award Finalist, 2019  
Member, Society for Experimental Social Psychology, 2017  
Junior Faculty Research Award, London Business School, 2017  
Rising Star Award, Association for Psychological Science, 2017  
Core Teaching Award, 2016 (Selected by the MBA 2017 graduating class)  
Dissertation Award Finalist, Society for the Psychological Study of Social Issues, 2012  
Psychology Summer Institute Fellow, American Psychological Association Minority Fellowship Program, 2012  
Department of Psychology Graduate Teaching Award, Stanford University, 2008

---

**GRANTS & FELLOWSHIPS** (*pre-2013 available upon request*)

---

Leadership Institute, London Business School, 2023 (£15,000 awarded with Ee Hwee Lau, £15,000 awarded with Eva Lin)  
Leadership Institute, London Business School, 2021 (£7,000 awarded with Julia Langdon; £12,300 awarded across 3 grants, to self, with Eva Lin, with Ezgi Ozgumus)  
Leadership Institute, London Business School, 2018 (£15,000 awarded)  
Leadership Institute, London Business School, 2016 (£15,000 awarded, with Oriane Georgeac)  
Leadership Institute, London Business School, 2015 (£15,000 awarded)  
Aditya Birla India Center, London Business School, 2015 (£10,000 awarded)  
Research Grant, HopeLab, 2014 (\$4,500 awarded)  
National Research Service Award (F32-NRSA), NIH-National Institute of Child and Human Development, 2013 (award declined for faculty position)

---

**INVITED TALKS** (*pre-2013 available upon request*)

---

Exeter Business School, November 2024 (planned).  
Haas Business School, University of California at Berkeley, May 2024.  
School of Management, University College of London, May 2023.  
Nord Business School, October, 2022.  
The Research Council of Norway, September 2022.  
Tuck School of Business, Dartmouth University, March 2022.  
Graduate School of Business, Stanford University, October 2021.  
University of Toronto, Rotman School of Business, 2021.  
University of California at Berkeley, Haas School of Business, 2021.  
Washington University St. Louis, Department of Psychological & Brain Sciences, 2021.



University of Kent, School of Psychology, 2021.  
University of Pittsburgh, Department of Psychology, 2021.  
Carnegie Mellon Tepper School of Business, 2020.  
Yale School of Management, 2020.  
University of Kent, 2019.  
FT Women at the Top, 2019  
Behavioural Exchange, 2019.  
Cheltenham Science Festival, 2019.  
Ascend Summit, 2019  
Columbia Business School, 2019.  
Cognition Seminar, University College London, 2019.  
Insead (Fontainebleau), January 2019.  
Department of Psychology, Exeter University, 2019.  
Workplace and Gender Equality Research Programme Seminar, UK Government Equalities Office, 2018.  
Behavioural Insights Team, London, 2018.  
The European House – Ambrosetti Global Future of Leadership Conference, 2018  
Harvard Kennedy School of Public Policy Conference on Gender & Technology: Debiasing Tech, 2018  
Insead Women at Work Conference, 2018  
Environmental Defense Fund, 2017  
Harvard Kennedy School of Public Policy, Women and Public Policy Program, 2017  
University College London, 2017  
George Washington University, 2016  
Woodrow Wilson School of Public Policy, Princeton University, 2016  
Harvard Business School Gender Institute, 2016  
Columbia University Department of Psychology, 2016  
Leadership Institute Conference, London Business School, 2016.  
London Business School Women in Business Conference, 2016, Opening Address.  
Center for Leadership, Ethics, and Diversity, University of Sussex, 2014.  
University of Exeter, June 2014.  
National University of Singapore Business School, March 2014.  
INSEAD Singapore Brownbag Seminar, March 2014.  
Singapore University of Technology and Design, March, 2014.  
Clinical Leaders Forum, National Health Service, University Hospitals of Morecambe Bay, United Kingdom, November 2013.  
Nevada State College, October, 2013.  
University of Chicago, January, 2013.  
Pennsylvania State University, January, 2013.  
London Business School, January, 2013.  
MIT Sloan School of Management, January, 2013.  
Yale School of Management, January, 2013.

## **PROFESSIONAL AFFILIATIONS**

---

Academy of Management

Association for Psychological Science (Fellow, 2022)  
Society for Experimental Social Psychology (Member, 2017)  
Society for Personality and Social Psychology (Fellow, 2022)

### **CONFERENCES ORGANIZED**

---

Mindsets & Organisational Transformation Conference, March, 2019, London Business School.  
Co-organized with Herminia Ibarra.

### **CHAired CONFERENCE SYMPOSIA** (*pre-2013 available upon request*)

---

Rattan, A. & Ibarra, H. (2019). Growth mindsets transform organizational cultures: Impact on collaboration, burnout, bias, & equity. Presented at the Academy of Management Annual Conference.

Rattan, A. (2019). Four motivational interventions to foster persistence, belonging, and interdisciplinary thinking in STEM. Presented at the Association for Psychological Science Annual Conference.

Georgeac, O. & Rattan, A. (2018). Business or fairness case for social issues? Influencing stakeholders in organizations. Presented at the Academy of Management Annual Conference.

Rattan, A. (2018). Mindsets about malleability shape intergroup relations. Presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Georgeac, O. (2017). Making a case for diversity in organizations: Pros, cons, and complexities. Academy of Management Annual Conference.

Rattan A. & Adams, G. (2016). Understanding nonverbal organizational behavior. Academy of Management Annual Conference.

Rattan, A. & Wilmot, M. (2016). Integrating social networks approaches into intergroup relations research. Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Savani, K. (2014). New insights into wage inequality: evidence from experimental and field studies across nations. Academy of Management Annual Conference.

Rattan, A. & Ehrlinger, J. (2014). New directions in research on implicit theories. Association for Psychological Science.

Rattan, A. (2013). Promoting diversity in the real world: What works? Society for Experimental Social Psychology Annual Conference.

Rattan, A. (2013). How much inequality is too much inequality? Exploring attitudes toward disparities in health, wealth, education, and gender. Society for Personality and Social Psychology Annual Conference.

**CONFERENCE TALKS** (*pre-2013 available upon request*)

(*Conference talks presented by co-authors available by request.*)

---

Rattan, A. (2024). Identity masking: How organizational data analysis practices conceal racialized gender differences in belonging. Talk presented and panelist at the Relationships Across Difference Conference, Wharton Business School at the University of Pennsylvania.

Rattan, A. (2024). Identity masking: How organizational data analysis practices conceal racialized gender differences in belonging. Talk presented at the M&E Conversations Conference.

Rattan, A. (2022). Teaching DEI PDW: The gender pay gap exercise. Talk presented, panelist, and roundtable leader at the Academy of Management Annual Conference.

Rattan, A. (2022). Mindsets in context: Theoretical and empirical considerations for studying mindsets in organizational contexts. Talk presented at the Academy of Management Annual Conference.

Rattan, A. (2022). Confronting bias at work. Invited talk presented at the Women in Leadership Conference, University of St. Gallen (Switzerland).

Rattan, A. (2022). Can malleability mindsets help improve intergroup relations? Invited talk presented at the Self and Identity Pre-Conference, Society for Personality and Social Psychology Annual Conference.

Rattan, A. (2022). Giving a Great Talk. Invited talk for early career researchers presented at the Society for Experimental Social Psychology Annual Conference.

Rattan, A., Kroeper, K., Arnett, R., Brown, X., & Murphy, M. (2021). Not Such a Complainer Anymore: Confrontation that Signals a Growth Mindset can Attenuate Backlash. Talk presented at the Society for Experimental Social Psychology Annual Conference.

Rattan, A. & Brands, R. (2021). Sense of Belonging Predicts Women's (but not Men's) Position in Organizational Friendship Networks. Talk presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. (2021). Judging You for Confronting Me. Invited talk presented at the Justice & Morality Pre-Conference, Society for Personality and Social Psychology Annual Conference.

Rattan, A. (2020). The growth mindset and prejudice confrontation: Benefits and Limitations. Talk presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. (2019). Bettering organizations after overt bias: Mindsets & the confrontation of biased statements in the workplace. Talk presented at the Academy of Management Annual Conference.

Rattan, A. & Savani, K. (2019). STEM potential meta-lay theories bridge the identification gap between outgroup role models and stigmatized individuals. Talk presented at the Association for Psychological Science Annual Conference.

Rattan, A. & Georgeac, O. (2019). Progress in women's representation in top leadership weakens people's disturbance with gender inequality in other domains. Talk presented at the Society for the Study of Motivation Annual Conference.

Rattan, A. & Brands, R. (2019). Centrality in social networks increases women's intentions to confront sexism. Talk presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. (2019). Mentoring graduate students and post-doctoral fellows in social and personality psychology. Invited professional development panel presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Georgeac, O. (2019). Keeping sexism modern: How current events shape the expression of gender bias. Invited talk presented at the Gender Preconference of the Society for Personality and Social Psychology Annual Conference.

Rattan, A. & Brands, R. (2018). Social network centrality empowers women to confront sexism. Talk presented at the Academy of Management Annual Conference.

Rattan, A. (2018). Mindsets and prejudice confrontation: Boundaries and benefits of a growth mindset. Talk presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A. (2017). Addressing gender bias in the global workplace: Preferences and Norms. Talk presented at the Academy of Management Annual Conference.

Rattan, A. & Georgeac, O. (2017). Does celebrating women's advancements heighten or reduce concerns about gender discrimination? Talk presented at the Harvard Business School Gender & Work Symposium.

Rattan, A. & Brands, R. (2016). Evidence of accurate thin slice perceptions of social network positions. Talk presented at the Academy of Management Annual Conference.

Rattan, A. (2016). Addressing gender bias in the global workplace: Cultural preferences and norms. Talk presented at the International Association of Cross-Cultural Psychology Annual Conference.

Rattan, A., Savani, K., & Romero-Canyas, R. (2016). Culturally-Relevant Frames Increase Indian Consumers' Willingness to Purchase Carbon Offsets. Talk presented at the China-India Insights Conference.

Rattan, A., & Brands, R. (2016). A cognitive social network theory of women's interpersonal responses to prejudice in the workplace. Talk presented at the Society for Personality and Social Psychology Annual Conference.

Rattan, A., Steele, J., & Ambady, N. (2014). It's all in *their* heads: The impact of gender vs. race salience on the wage gap. Talk presented at the Academy of Management Annual Conference.

Rattan, A., Boggs, C., & Ambady, N. (2014). Perceptions that undermine vs. promote underrepresented students' sense of belonging in scientific research careers. Talk presented at the Academy of Management Annual Conference.

Rattan, A. & Dweck, C.S. (2014). The consequences of confronting prejudice for minority-majority social interactions. Talk presented at the Association for Psychological Science Annual Conference.

Rattan, A., Boggs, C., & Ambady, N. (2014). Underrepresented students' perceptions of professors' scientific aptitude beliefs predict sense of belonging in scientific research careers. Talk presented at the Society for the Study of Motivation Annual Conference.

---

**TEACHING** (*pre-2013 available upon request*)

Diversity Science for Leaders, Fall 2021-present.

Global Leadership Assessment for Managers, London Business School, Fall 2014-present.

Personal Assessment & Development, London Business School, Fall 2020-present.

Accelerated Development Programme (ADP), 2022-present.

Negotiations & Bargaining, London Business School, 2020-2022.

Ph.D. Seminar on Threatened Social Identities, 2018

Unconscious Bias & Diversity, Masters of Financial Analysis, London Business School, 2018-present.

Global Business Assignment, South Africa, 2017.

Managing Organizational Behavior, London Business School, Spring 2014-2018.

---

**SERVICE TO THE FIELD** (*pre-2013 available upon request*)

Co-Chair, Diversity and Climate Committee, Society for Personality and Social Psychology, 2023-2024, Member, 2021-2023.

Shapiro Awards Panel Member, Society for Personality and Social Psychology, 2020-present.

Best Paper Award Committee Member, OB Division, Academy of Management, 2021.

Grant Reviewer, The Research Foundation, Flanders, 2018

NSF Ad-hoc Grant Reviewer, 2016

Review Panelist, National Science Foundation Graduate Research Fellowship, 2015

Program Committee, Society for the Study of Motivation 2015 Annual Conference

---

**AD-HOC REVIEWER**

*Academy of Management Journal (AMJ)*

*Administrative Science Quarterly (ASQ)*  
*Journal of Experimental Social Psychology (JESP)*  
*Journal of Experimental Psychology: General (JEP:G)*  
*Journal of Personality and Social Psychology (JPSP)*  
*Management Science*  
*Organization Science (Org Sci)*  
*Organizational Behavior and Human Decision Processes (OBHDP)*  
*Personality and Social Psychology Bulletin (PSPB)*  
*Proceedings of the National Academies of Science (PNAS)*  
*Psychological Science (PS)*  
*Science Advances*

**RECOMMENDATIONS AVAILABLE BY REQUEST**