

Olivia Anne Foster-Gimbel

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Email: olivia.fg@rutgers.edu Website: www.oliviafostergimbel.com**EMPLOYMENT****Rutgers Business School – Newark and New Brunswick, Newark, NJ**

Assistant Professor, Management and Global Business	2024-Present
Rutgers Center for Women in Business Faculty Fellow	2025-present
RBS Institute for Ethical Leadership Faculty Fellow	2025-present

EDUCATION**New York University Stern School of Business, New York, NY** 2018-2024

Ph.D. in Management and Organizations 2024

M. Phil., Management and Organizations 2022

Dissertation: “Fine Lines and Dances:” Understanding (and overcoming) the challenges of allyship at work**Committee:** L. Taylor Phillips (chair), Dolly Chugh, Batia Wiesenfeld, Beth Bechky**Selected for a 2022 RRBM “Dare to Care” Dissertation Scholarship****Northwestern University, Evanston, IL** 2011-2015

Bachelor of Arts in Psychology (with Honors)

Minors in Legal Studies and International Studies, certificate in Integrated Marketing Communications

RESEARCH INTERESTS

Allyship; Perceptions of inequity; Intergroup interactions; Privilege

PUBLICATIONS

1. **Foster-Gimbel, O. A. & Engeln, R. (2026).** A Mile in Her Heels: Do Men and Women Agree on How Often Young Women are Objectified? *Sex Roles*, 92(43), 1-18.
2. **Foster-Gimbel, O. A., Pillemer, J., & Phillips, L. T. (2026).** Authentic Allyship: Feeling authentic increases allyship behavior via greater psychological standing. *Journal of Experimental Psychology: General*, 154(12), 3481–3499. <https://doi.org/10.1037/xge0001854>
 - **Winner of the 2026 Dale Zand Best Paper Award**
3. **Foster-Gimbel, O. A. & Phillips, L. T. (2025).** Evidence for a Curvilinear Effect of Psychological Discomfort on Dominant Group Members’ Engagement in Allyship. *Personality and Social Psychology Bulletin*, 52(6). <https://doi.org/10.1177/01461672241312269>
4. Andersson, P.... **Foster-Gimbel, O. A.... & colleagues. (2024).** Anger and disgust shape judgments of social sanctions across cultures, especially in high individual autonomy societies. *Scientific Reports*, 14(1), 5591. <https://doi.org/10.1038/s41598-024-55815-x>

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5. Andrighetto, G.... **Foster-Gimbel, O. A.**... & colleagues. (2024). Changes in Social Norms During the Early Stages of the COVID-19 Pandemic Across 43 Countries. *Nature Communications*, 15(1), 1436. <https://doi.org/10.1038/s41467-024-44999-5>
6. Leslie, L. M., Flynn, E., **Foster-Gimbel, O. A.**, & Manchester, C. F. (2023). Happy Talk: Is Common Diversity Rhetoric Effective Diversity Rhetoric? *Academy of Management Journal*, 67(3), 595-624. <https://doi.org/10.5465/amj.2021.1402>
 - **Finalist for the AMJ Best Paper Award**
7. Jun, S., Phillips, L. T., & **Foster-Gimbel, O. A.** (2023). The Missing Middle: Asian employees' experience of workplace discrimination and pro-Black allyship. *Journal of Applied Psychology*, 108(2), 225-248. <https://doi.org/10.1037/apl0001068>
8. Eriksson, K.... **Foster-Gimbel, O. A.**... & colleagues. (2021). Perceptions of the appropriate response to norm violation in 57 societies. *Nature Communications*, 12, 1-11. <https://doi.org/10.1038/s41467-021-21602-9>
9. **Foster-Gimbel, O. A.**, Doyle, D. M., & Engeln, R. (2020). The Gay Community Involvement Index: An exploratory factor analysis and initial validation of a new measure of gay community involvement. *Archives of Sexual Behavior*, 49, 233–247. <https://doi.org/10.1007/s10508-018-1271-y>
10. Golding, J. M., Lynch, K. R., Malik, S. E., & **Foster-Gimbel, O. A.** (2018). Justice served? Perceptions of plea bargaining involving a sexual assault in child and adult females. *Criminal Justice and Behavior*, 45(4), 503-518. <https://doi.org/10.1177/0093854817743538>
11. **Foster-Gimbel, O. A.**, & Engeln, R. (2016). Fat chance! Experiences and expectations of anti-fat bias in the gay male community. *Psychology of Sexual Orientation and Gender Diversity*, 3(1), 63-70. <https://doi.org/10.1037/sgd0000159>

MANUSCRIPTS UNDER REVIEW

* indicates shared authorship ^ indicates student or post-doctoral collaborator at the time the project began

12. Tedder-King, A., **Foster-Gimbel, O. A.**, & Sherf, E. How Group Membership Shapes Evaluation of Allies: Intentions, Threat, and Influence. (*Invited submission to Current Directions in Psychological Science*)
13. **Foster-Gimbel, O. A.**, Ameri, M., & Kurtzberg, T. R. The Disability-Authenticity Dilemma: A Randomized Control Trial of Responses to Disability Disclosure. (*Under Review at Journal of Occupational Rehabilitation*)
14. ^*Duarte, K. & ***Foster-Gimbel, O. A.** Sister, Cister? Cisgender Women's Solidarity toward Transgender-Inclusive Gender Advocacy at Work. (*Under review at Journal of Applied Psychology*)
15. **Foster-Gimbel, O. A.** & Phillips, L. T. "But I'm not privileged:" Privileged targets' personal victimhood claims spillover to third parties' perceptions of inequity. (*Under review at Personality and Social Psychology Bulletin*)

WORKING PAPERS/WORKS IN PROGRESS

16. Siegel, P., **Foster-Gimbel, O. A.**, & Chen, C. C. Individual Responses to Intersectional Marginalization at Work: A Process Model. (*Working Paper*)

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17. **Foster-Gimbel, O. A.** & Phillips, L.T. (Not) Wiping the Blood on Our Hands: Reclaiming Risk and Redistributing Power in Organizations through Untempering Allyship (*Working Paper*).
18. Chadha, A., **Foster-Gimbel, O. A.**, & Phillips, L. T. When Privilege Meets Principle: Explaining Political Ideology Differences in Dominant Group Allyship (*Working Paper*).
19. Dupree, C. H., **Foster-Gimbel, O. A.**, ^Liu, E., ^Carrillo, J. & Talaifar, S. Going for woke: White Americans downshift conservatism in interracial settings. (*Working Paper*).
20. ***Foster-Gimbel, O. A.**, ^*Huang, H-C., & Greer, L. Raising the Stakes: Incorporating a Multi-Stakeholder Perspective to Understand Allyship in Organizations (*Work in Progress*)

POPULAR PRESS ARTICLES & MEDIA COVERAGE

1. Peng, M. (December 2025). The critical role of authenticity in preserving diversity, equity, and inclusion. *Charter Pro*.
<https://www.charterworks.com/the-critical-role-of-authenticity-in-preserving-diversity-equity-and-inclusion/>
2. Kaplowitz, L., ^Tolan, C., & **Foster-Gimbel, O.** (September 2025). From intention to impact: 3 ways men in leadership can build equitable workplaces that work for everyone. *The Conversation*.
<https://doi.org/10.64628/AAI.dqdq4cryv>

RESEARCH PRESENTATIONS

INVITED PRESENTATIONS

1. Rutgers University, *School of Management and Labor Relations*, 2025
2. Rutgers Business School, *Department of Management and Global Business*, 2023
3. Harvard Business School, *Race, Gender, & Equity at Work Symposium*, 2023

SYMPOSIA CHAIRED

1. Sun, K. Q. & **Foster-Gimbel, O. A.** (2022). *Can't We Just Talk about This? New Insights into Difficult Conversations*. 82nd annual meeting of the Academy of Management, Seattle, WA.
2. Brown, N. D., & **Foster-Gimbel, O. A.** (2022). *No or slow progress? Emerging work on the perceptions of inequality*. 22nd annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.
3. **Foster-Gimbel, O. A.** & Stillwell, A. M. (2020). *Observers, Offenders, and Allies: New Insights on Men's Roles in the Post #MeToo Era*. 80th annual meeting of the Academy of Management, held virtually.
 - **Winner of OB Division's 2020 "Best Symposium" Award**

PRESENTATIONS

1. **Foster-Gimbel, O. A.**, Pillemer, J., & Phillips, L. T. (2026). *Authentic Allyship: Feeling authentic increases allyship behavior via greater psychological standing*. Presented at the 26th annual meeting of the Society for Personality and Social Psychology, Chicago, IL.
2. **Foster-Gimbel, O. A.** (2025). *"Fine Lines and Dances:" A qualitative exploration of allyship in the workplace*. Presented at the 84th annual meeting of the Academy of Management, Copenhagen, Denmark.

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3. **Foster-Gimbel, O. A.** (2025). *"Fine Lines and Dances:" A qualitative exploration of allyship in the workplace*. Presented at the 38th annual meeting of the International Association for Conflict Management, Burlington, VT.
4. **Foster-Gimbel, O. A., Pillemer, J., & Phillips, L. T.** (2022). *Feeling authentic increases allyship behavior via greater psychological standing*. Presented at the 82nd annual meeting of the Academy of Management, Seattle, WA.
5. **Foster-Gimbel, O. A.** (2022). *"If it's easy, you're doing it wrong:" Managing discomfort in conversations about allyship*. Presented at the 82nd annual meeting of the Academy of Management, Seattle, WA.
6. **Foster-Gimbel, O. A., Pillemer, J., & Phillips, L. T.** (2022). *"Am I an ally or is that a lie?" Performativity concerns, authenticity, and allyship*. Presented at the 3rd annual Purdue Dismantling Bias Conference, West Lafayette, IN.
7. Jun, S., Phillips, L. T., & **Foster-Gimbel, O. A.** (2022). *The Missing Middle: Asian Employees' Experience of Workplace Discrimination and Pro-Black Workplace Allyship*. Presented at the 22nd annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.
8. **Foster-Gimbel, O. A.** (2021). *Evidence for a curvilinear effect of psychological discomfort on dominant group members' engagement in allyship*. Presented at the 81st annual meeting of the Academy of Management, held virtually.
 - **Featured in the "Diversity and Inclusion" OB research round table**
9. **Foster-Gimbel, O. A.** (2021). *To be an ally or not to be? A qualitative exploration of allyship development at work*. Presented at the 81st annual meeting of the Academy of Management, held virtually.
10. **Foster-Gimbel, O. A. & Phillips, L. T.** (2021) *"But I'm not privileged:" Privileged targets' personal victimhood claims spillover to third parties' perceptions of inequity*. Presented at the 34th annual meeting of the International Association for Conflict Management, held virtually.
11. **Foster-Gimbel, O. A. & Engeln, R.** (2020). *A mile in her heels: Gender differences in perceptions of women's experiences of interpersonal objectification*. Presented at the 80th annual meeting of the Academy of Management, held virtually.
12. **Foster-Gimbel, O. A. & Phillips, L. T.** (2020). *Guilt trip: The effect of White guilt on willingness to engage in racial justice allyship*. Presented at the 20th annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
13. **Foster-Gimbel, O. A. & Dupree, C. H.** (2020). *The effect of ally labeling on prosocial intergroup behavior*. Presented at the 5th annual Israel Organizational Behavior Conference, Tel Aviv, ISR.
14. **Foster-Gimbel, O. A. & Phillips, L. T.** (2019). *Asking White Americans about personal hardships increases willingness to engage in discussions of racial inequity*. Presented at the 32nd annual conference of the International Association for Conflict Management, Dublin, IRL.
15. **Foster-Gimbel, O. A. & Phillips, L. T.** (2019). *The Hard Not life: Irrelevant hardship claims decrease listeners' positivity toward privileged individuals*. Presented at the East Coast Doctoral Conference at Columbia University, New York, NY.

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16. **Foster-Gimbel, O. A. & Engeln, R. (2015).** *Fat chance! Anti-fat bias in the gay community.* Presented at Northwestern Undergraduate Research Exposition, Evanston, IL.

▪ **Best Presentation, “Bias and Its Impact” Panel**

AWARDS AND GRANTS

NYU Stern Dale Zand Best Paper Award	2026
AMJ Best Paper Award Finalist	2025
Rutgers Early Career and Racial Equity (ECARE) Fellowship	2024-2025
NYU Stern Harold W. MacDowell Prize	2024
NYU Stern Joseph H. Taggart Fellowship	2022-2023
Responsible Research in Business and Management “Dare to Care” Dissertation Scholarship	2022
NYU Stern Center for Global Economy and Business PhD Research Grant	2019, 2020, 2021
SPSSI Grant-In-Aid (Graduate Student Co-Investigator)	2020
AOM Organizational Behavior Division Best Symposium	2020
Global Research Institute Doctoral Fellowship (Tel Aviv, ISR)	2020
SPSP Diversity Graduate Travel Award	2020
National Science Foundation Graduate Research Fellowship Program Honorable Mention	2019
Fletcher Undergraduate Research Prize Finalist	2015
Weinberg College of Arts and Sciences Conference Travel Grant	2015
Northwestern Office of Undergraduate Research Academic Year Grant	2015
Northwestern Office of Undergraduate Research Conference Travel Grant	2014, 2015
Northwestern Psychology Department Travel Grant	2014, 2015
Northwestern Office of Undergraduate Research Poster Award, Arts, Humanities, and Social Sciences	2014
Weinberg College of Arts and Sciences Summer Research Grant	2014
Intercultural Leadership Award Finalist	2013

TEACHING

Teaching specialties: Organizational Behavior, Diversity and Inclusion, Management Skills

[See my comprehensive course evaluations here](#)

RUTGERS BUSINESS SCHOOL

Instructor, <i>Managing a Diverse Workforce (Undergraduate)</i>	Spring 2026-Present
Instructor, <i>Management Skills (Undergraduate)</i>	Spring 2025-Present
Instructor, <i>Diversity & Inclusion (Undergraduate)</i>	Fall 2024

NYU STERN SCHOOL OF BUSINESS

Instructor, <i>Management and Organizations (Undergraduate)</i>	Summer 2023, 2022
Teaching Fellow, <i>Developing Managerial Skills (MBA)</i>	Fall 2022, Spring 2022, 2023
Teaching Fellow, <i>Conflict, Cooperation, and Negotiation (MBA)</i>	Winter 2022, 2023, 2024
Teaching Fellow, <i>Management and Organizations (Undergraduate)</i>	Fall 2020-Spring 2022

SERVICE

LEADERSHIP

- Organizer, Meritocracy and Inequality Lab, *NYU Stern* 2021-2022
- Co-President, NYU Queer Grads, *New York University*, 2021-2022
- Organizer, East Coast Doctoral Conference (NYU/Columbia Conference) 2020-2021
- Advisory Board, Alpha Phi Omega Service Fraternity, *University of Kentucky* 2015-2016

PANELIST

- Building Belonging and Equity Through Workplace Relationships, *Center for Women in Business* 2025
- Conflict Management Division Doctoral and Post-Doctoral Consortium, *Academy of Management* 2025
- "Preparing for the OB Job Market" PDW, *Academy of Management* 2024, 2025, 2026
- Northeastern Alliance for Business Ethics, *Rutgers Business School* 2025
- Future Faculty Workshop, *St. John's University, Tobin College of Business* 2024
- Diverse Pathways in Academia, *NYU Stern School of Business* 2024

ADVISOR/COMMITTEE MEMBER

- PhD Student Mentorship
 - Shiqi Xiao, Summer Research Grant 2026
 - Shruti Sheth, Summer Research Grant 2025
 - Sneha Mishra, Summer Research Grant 2025, 2026
- Doctor of Business Administration (DBA)
 - Claudine Setal, committee member 2025
- Mentor for Undergraduate Award Winners, *Society for Personality and Social Psychology* 2021

REVIEWER

- Conflict Management Division Best "New Directions" Paper Award Committee 2026
- Ad-hoc Reviewer: 2024-present
 - *Organizational Behavior and Human Decision Processes, Human Resource Management, European Journal of Social Psychology, Personality and Social Psychology Bulletin, Analyses of Social Issues and Public Policy, Archives of Sexual Behavior, Psychology of Sexual Orientation and Gender Diversity, Journal of Homosexuality, Personnel Review*
- Graduate Poster Awards, *Society for Personality and Social Psychology* 2020
- Undergraduate Diversity Travel Awards, *Society for Personality and Social Psychology* 2020
- Annual Meeting, *International Association for Conflict Management* 2019-2024
- Annual Meeting, *Academy of Management* 2019-2024
- Doctoral applications, *NYU Stern School of Business* 2019, 2020

TRAINING AND CERTIFICATIONS

- Faculty Success Program, *National Center for Faculty Diversity and Development* 2026
- Engaged Pedagogy and Bias-free Grading, *Rutgers University* 2025
- Bystander Intervention, *Right to Be* 2021

PROFESSIONAL ASSOCIATIONS

Academy of Management

Society for Personality and Social Psychology

International Association for Conflict Management

Society for the Psychological Study of Social Issues