

Nicholas D. Zambrotta

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2220 Piedmont Ave., Berkeley CA 94720

EDUCATION

University of California, Berkeley 2025–Present
Ph.D., Business Administration (Management of Organizations)

Columbia University 2023
M.A., Quantitative Methods in the Social Sciences

Rutgers University 2022
B.A., Psychology (honors)

ACADEMIC PUBLICATIONS

Akinola, M., Opie, T., Ho, G. C., Castel, S., Unzueta, M. M., Kristal, A., ... & **Zambrotta, N. D.** (2024). Does Broadening the Term “Diversity” Correlate with a Lowered Representation of Racial Minorities and Women in Organizations?. *Academy of Management Discoveries*, 10(4), 568-588.

UNDER REVIEW AND REVISION

Osborne, M. R., **Zambrotta, N. D.**, & Ngo, E. (Revise and resubmit). Diversity, Equity, and Inclusion: a predictor and outcome of speaking up. In *Oxford Handbook of Inclusion Practice*. King, E. B., & Brown, N. D. (Eds.)

WORKS IN PROGRESS

Zambrotta, N. D., Ponce de Leon, R., White, M W., Boland, F. K., & Akinola, M. *Authenticity in Teams*. (Manuscript in preparation)

* 2025 *Academy of Management Annual Meeting Best Paper Designation*

Germano, A. L., Zou, L., **Zambrotta, N. D.**, Carter, J. T., & Akinola, M. *Racial differences in mortgage approval rates*. (Manuscript in preparation)

Zambrotta, N. D. & Bailey, E. R. *Authenticity and self-monitoring*. (Working paper)

Zambrotta, N. D. & Bailey, E. R. *Status and authentic self-expression*. (Data collection)

Zambrotta, N. D. & D. Jacoby-Senghor. *Fairness and deliberative processes in groups.* (Data collection)

Zambrotta, N. D. & Bailey, E. R. *Satire detection.* (Data collection)

Zambrotta, N. D. & Bailey, E. R. *Affect & authenticity.* (Data collection)

CONFERENCE PRESENTATIONS

How Self-Monitoring Shapes Perceptions of Authenticity

International Association for Conflict Management (July 2026)

Authenticity and Status Fluency

International Association for Conflict Management (July 2026), Academy of Management Annual Meeting (Aug 2026)

Value Similarity (But Not Racial Similarity) Closes the Racial Authenticity Gap

International Association for Conflict Management (July 2026), Bay Area PhD Conference (April 2026), Academy of Management Annual Meeting (July 2025)*

Feeling Good, Feeling Ideal, Feeling Real? On the Relationship between Affective States and Authenticity

Bay Area Affective Science Meeting (June 2026)

Couples of Color with Higher Income Face Lower Odds of Mortgage Approval

Society for Personality and Social Psychology Annual Convention (Feb 2025)

High Minority Population Increases the Odds of Mortgage Approval for Couples of Color

Society of Judgment and Decision Making Annual Meeting (Nov 2024)

Examining the Relationship Between Diversity, Personality Similarity, and Authenticity on Teams

Society for Personality and Social Psychology Annual Convention (Feb 2024)

Couples of Color Have Higher Interest Rate Mortgages than White Couples

Society for Personality and Social Psychology Annual Convention (Feb 2024)

Mapping Services that Address the Effects of HIV/AIDS in New York City

Consortium for Analytics and Data-Driven Decision Making Annual Meeting (May 2023)

Intergroup Closeness Strengthens LGBT Support for Conservatives and Religious People
Society for the Psychological Study of Social Issues Annual Conference (June 2023);
Eastern Psychological Association Annual Conference (March 2023)

Type of Cognition and Prejudice Relates to Perceptual Preferences Using Navon Stimuli
Baccalaureate honors project, Rutgers University (May 2023)

Conservative Ideology and Moral Sanctity Predict Prejudice when Low Attributional Complexity
Eastern Psychological Association Annual Conference (March 2022)

GRANTS, FELLOWSHIPS, AND AWARDS

Academy of Management Outstanding Reviewer Award Conflict Management (CM) Division	2026
Consortium on Data Analytics for Data-Driven Decision-Making Fellowship link \$4,000 CAN	2022
Cooper Summer Undergraduate Research Grant link \$4,000 USD	2021
Grossman Interdisciplinary Research Teams Fellowship link \$1,250 USD	2020