

August 2021

Felix Danbold

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University College London School of Management

ACADEMIC EMPLOYMENT

- 2020 - Lecturer (Assistant Professor)
University College London School of Management
- 2018 - 2020 Postdoctoral Scholar, Visiting Assistant Professor of Management, and Manager
of the Center for Behavioral Research
New York University Stern School of Business

EDUCATION

- 2018 Ph.D., Social Psychology, Quantitative Psychology Minor
University of California, Los Angeles
Dissertation: Understanding Dominant Group Resistance to Social
Change: The Role of Prototypicality Threat
Primary Advisor: Yuen Huo, Ph.D.
Committee Members: David Sears, Ph.D., Miguel Unzueta, Ph.D., Gerardo
Ramirez, Ph.D.
- 2012 M.A., Social Psychology
University of California, Los Angeles
- 2009 B.A., Psychology, summa cum laude with College and Departmental honors
University of California, Los Angeles

RESEARCH INTERESTS

Diversity, Equity, and Inclusion, Social Identity in Organizations, Social Cognition, Dominant
Groups, Interventions, Hierarchy, Prejudice

PUBLICATIONS

- Danbold, F. & Huo, Y. J.** (2021). Welcome to Be Like Us: Expectations of Outgroup
Assimilation Shape Dominant Group Resistance to Diversity, *Personality and Social
Psychology Bulletin*.
- Danbold, F. & Bendersky, C.** (2020). Balancing Professional Prototypes Increases the Valuation
of Women in Male-Dominated Fields, *Organization Science*.
- Danbold, F. & Unzueta, M. M.** (2020). Drawing the Diversity Line: The Role of Group Status in
Numerical Thresholds of Diversity, *Journal of Personality and Social Psychology*.
- Danbold, F. & Huo, Y. J.** (2017). Men's Defense of Their Prototypicality Undermines the
Success of Women in STEM Initiatives. *Journal of Experimental Social Psychology*, 72,
57 – 66.

Sears, D.O., **Danbold, F.**, & Zavala, V. M. (2016). Incorporation of Latino Immigrants into the American Party System. *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 2(3), 182 – 204.

Danbold, F. & Huo, Y. J. (2015). No Longer “All-American”? Whites’ Defensive Reactions to Their Numerical Decline. *Social Psychological and Personality Science*, 6(2), 210 – 218.

MANUSCRIPTS UNDER REVIEW

Danbold, F. & Bendersky, C. (invitation to revise and resubmit at *Journal of Applied Psychology*). Title blinded for peer review.

Danbold, F., Onyeador, I.N., & Unzueta, M.M. (invitation to revise and resubmit at *Journal of Experimental Social Psychology*). Title blinded for peer review.

RESEARCH IN PROGRESS

Carter, A., **Danbold, F.**, & Wiesenfeld, B. (in prep). Construal Level Group Stereotypes.

Francioli, S., **Danbold, F.**, & North, M. (in prep). Boomers vs. Millennials: Threat Asymmetry in Intergenerational Tensions.

Danbold, F. & Wiesenfeld, B. (in prep). How Prototype Structure Shapes Inclusiveness in Organizations.

Danbold, F., Rattan, A., & Phillips, L.T. (in prep). Gender and Entitlement to Belong in Organizations.

Chen, X., Blader, S., & **Danbold, F.** (in prep). Organizational Identification and Contingent Self-Worth.

Serrano-Careaga, J., **Danbold, F.** & Huo, Y. J. (in prep). Nativist Politics as a Palliative for Dominant Groups’ Experiences with Prototypicality Threat.

RESEARCH PRESENTATIONS

SYMPOSIA CHAIRED

Cortland, C. & **Danbold, F.** (2021, July). Challenging Assumptions About What Works to Improve Organizational Gender Diversity. Symposium at the annual meeting of the Academy of Management, online.

Cortland, C. & **Danbold, F.** (2019, October). Tipping the Scales: Understanding and Addressing Challenges to Gender Diversity in Organizations. Symposium at the annual meeting of the Society for Experimental Social Psychology, Toronto, CA.

Danbold, F. & Unzueta, M.M. (2019, February). Defining Diversity: New Challenges and Recommendations. Symposium at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.

Danbold, F., & Sears, D.O., Co-Chairs (2015, February). Incorporation of Latino Immigrants into the American Party System. Symposium at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.

SYMPOSIA PRESENTATIONS

Danbold, F., Onyeador, I.N., & Unzueta, M.M. (2021, July). Dominant Groups' Use of Digestive Victimhood in Response to Accusations of Discrimination. Symposium talk at the annual meeting of the International Society for Justice Research, online.

Danbold, F. & Bendersky, C. (2019, October). Inverting Professional Prototypes Increases the Valuation of Women in Male-Dominated Fields. Symposium talk at the annual meeting of the Society for Experimental Social Psychology, Toronto, CA.

Danbold, F. & Unzueta, M.M. (2019, February). Drawing the Diversity Line: The Role of Group Status in Numerical Thresholds of Diversity. Symposium talk at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.

Danbold, F. & Bendersky, C. (2018, August). Inverting Professional Prototypes Increases the Valuation of Women in Male-Dominated Fields. Symposium talk at the annual meeting of the Academy of Management, Chicago, IL.

Danbold, F. & Bendersky, C. (2018, March). Inverting Professional Prototypes Increases the Valuation of Women in Male-Dominated Fields. Invited Early Career Scholar talk at the Group Processes and Intergroup Relations preconference of the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Danbold, F. & Huo, Y. (2017, October). Fear of Losing a White National Identity Predicts Support for Trump and Brexit. Young scholar data blitz talk at the Groups preconference of the annual meeting of the Society of Experimental Social Psychology, Boston, MA.

Danbold, F., Unzueta, M.M. (2016, August). Drawing the Diversity Line: Numerical Thresholds of Diversity Vary by Group Status. Symposium talk at the annual meeting of the Academy of Management, Anaheim, CA.

Danbold, F., Bendersky, C. (2015, July). Expanding What it Means to be a "True" Firefighter: Strategies for Increasing Inclusivity in Homogenous Environments. Symposium talk at the annual meeting of the Interdisciplinary Network for Group Research, Pittsburgh, PA.

Danbold, F., Sears, D.O., & Zavala, V.M. (2015, April). Latent Partisanship Precedes Self-Categorization: A Two-Stage Model of the Acquisition of Partisanship Observed Among Latino Immigrants. Paper talk at the annual meeting of the International Society for Political Psychology, San Diego, CA.

Danbold, F. & Huo, Y. (2015, May). No Longer “All American?” Whites’ Defensive Reactions to their Numerical Decline. Symposium talk at the annual meeting of the Association for Psychological Science, New York, NY.

Danbold, F., Sears, D.O., & Zavala, V.M. (2015, April). Incorporation of Latino Immigrants into the American Party System. Paper at the annual meeting of the Midwest Political Science Association, Chicago, IL.

Danbold, F., Sears, D.O., & Zavala, V.M. (2015, February). Incorporation of Latino Immigrants into the American Party System. Symposium talk at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.

POSTER PRESENTATIONS

Danbold, F. & Huo, Y. (2016, January). Policing the Melting Pot: White Americans’ Defense of Their Prototypicality. Presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Danbold, F. & Huo, Y. (2015, February). STEM + Women = Threat: Men’s Defensive Reactions to Women Entering STEM. Presented at the Group Processes and Intergroup Relations Preconference at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.

Danbold, F. & Huo, Y. (2014, February). No Longer “All American?” Whites’ Defensive Reactions to their Numerical Decline. Presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

Danbold, F. & Huo, Y. (2013, January). Seeing Threat in Diversity: Whites’ Reactions to Becoming a Minority. Presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

MEDIA COVERAGE

Select coverage for **Danbold, F. & Huo, Y. J.** (2021). Welcome to Be Like Us: Expectations of Outgroup Assimilation Shape Dominant Group Resistance to Diversity, *Personality and Social Psychology Bulletin*

Business Impact Magazine (2021, August). – “Encouraging Acceptance over Assimilation.”

Select coverage for **Danbold, F. & Bendersky, C.** (2020). Balancing Professional Prototypes Increases the Valuation of Women in Male-Dominated Fields, *Organization Science*.

Harvard Business Review (2018, December). – “Making U.S. Fire Departments More Diverse and Inclusive.”

<https://hbr.org/2018/12/making-u-s-fire-departments-more-diverse-and-inclusive>

Management Insights (2021, February) – “How Balancing Professional Prototypes Increases the Valuation of Women in Male-Dominated Professions.”

Select coverage for **Danbold, F. & Unzueta, M. M.** (2019). Drawing the Diversity Line: The Role of Group Status in Numerical Thresholds of Diversity, *Journal of Personality and Social Psychology*.

Democracy Journal (2021, May) – “The 4 Percent Problem”.
<https://democracyjournal.org/arguments/the-4-percent-problem/>

Quartz at Work (2019, September) – “White men and minority groups have different definitions of “sufficient” diversity”
<https://qz.com/work/1702760/diversity-measuring-how-and-why-groups-see-it-differently/>

Select coverage for **Danbold, F., & Huo, Y. J.** (2015). No Longer “All-American”? Whites’ Defensive Reactions to Their Numerical Decline. *Social Psychological and Personality Science*.

APS Observer (2016, April) – “When the Majority Becomes the Minority”.
<http://www.psychologicalscience.org/index.php/publications/observer/2016/april-16/when-the-majority-becomes-the-minority.html>

UCLA Newsroom (2014, October) – “Soon to become a minority in the U.S., whites express declining support for diversity, UCLA psychology study finds”.
<http://newsroom.ucla.edu/releases/soon-to-become-a-minority-in-the-u-s-whites-express-declining-support-for-diversity-ucla-psychology-study-finds>

New York Magazine (2014, October) – “Here’s What Happens When You Tell White People America Is Getting Less White”. <http://nymag.com/scienceofus/2014/10/new-less-white-all-american.html>

LA Weekly (2014, October) – “White People Are Bummed That They’re Losing America”.
<http://www.laweekly.com/news/white-people-are-bummed-that-theyre-losing-america-5129493>

Jezebel (2014, October) – “White People Not Thrilled About a Non-White Majority America”.
<http://jezebel.com/white-people-not-thrilled-about-a-non-white-majority-am-1643414933>

WRITING FOR PRESS

People Management (2021, April) – “What the Sewell report misses about diversity in the workplace”
<https://www.peoplemanagement.co.uk/voices/comment/what-the-sewell-report-misses-about-diversity-in-the-workplace#gref>

HONORS & FELLOWSHIPS

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| 2018 | Dorothy Harlow Best Paper Award, Academy of Management Gender and Diversity in Organizations Division
<i>Award for best conference paper, awarded to Danbold & Bendersky (2020).</i> |
| 2017 | Shelley E. Taylor Dissertation Award, UCLA
<i>Award for best social psychology dissertation.</i> |
| 2016 | Dissertation Year Fellowship Award, UCLA |

- 2015 Bertram Raven Award, UCLA
Award for best paper addressing a social issue, awarded to Danbold & Huo (2015).
- 2015 Charles F. Scott Fellowship, UCLA
- 2013 Student Poster Award, Runner Up, Society of Personality and Social Psychology
- 2012 Graduate Research Fellowship Program, National Science Foundation
- 2012 Graduate Research Mentorship Award, UCLA
- 2012 Graduate Summer Research Mentorship Program, UCLA
- 2011 Eugene V. Cota-Robles Fellowship, UCLA
Fellowship for researchers contributing to diversity and issues facing students of underrepresented groups
- 2011 Pauley Fellowship, UCLA
- 2008 University of Minnesota Summer Research Experience for Undergraduates
- 2007 Phi Beta Kappa

TEACHING EXPERIENCE

- 2019 - 2020 Professor, *Management and Organizations*
NYU Stern School of Business
Overall instructor rating: 4.8/5
- 2018 Teaching Assistant, *Persuasion and Influence*
UCLA Anderson School of Management
- Teaching Assistant, *Negotiations Behavior*
UCLA Anderson School of Management at the National University of Singapore
- 2017 Teaching Assistant, *Organizational Behavior*
UCLA Anderson School of Management
- Teaching Assistant, *Incentives and Motivation in Organizations*
UCLA Anderson School of Management
- 2015 Teaching Assistant, *Pay and Rewards*
UCLA Anderson School of Management
- Teaching Assistant, *Negotiations Behavior*
UCLA Anderson School of Management

- 2014 Teaching Assistant, *Optimizing Team Performance*
UCLA Anderson School of Management
- Teaching Assistant, *Social Psychology Laboratory*
UCLA Psychology Department
- 2012 Teaching Assistant, *Introduction to Social Psychology*
UCLA Psychology Department

AD HOC REVIEWER EXPERIENCE

- 2013 - *Academy of Management Journal, Journal of Applied Psychology, Organization Science, Academy of Management Annual Meeting, Journal of Personality and Social Psychology, Psychological Science, Personality and Social Psychology Bulletin, Journal of Experimental Social Psychology, Social Psychological and Personality Science, Group Processes & Intergroup Relations*