

October 2024

Felix Danbold

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University College London School of Management

ACADEMIC EMPLOYMENT

- 2024 - Associate Professor
University College London School of Management
- 2020 - 2024 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
- 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, Prototypes, Social Cognition,
Dominant Groups, Interventions, Hierarchy, Prejudice

PUBLICATIONS

- Francioli, S., Danbold, F., & North, M. (2023). Millennials versus Boomers: An Asymmetric Pattern of Realistic and Symbolic Threats Drives Intergenerational Tensions in the United States. *Personality and Social Psychology Bulletin*. <https://doi.org/10.1177/014616722311642>
- Danbold, F., Serrano-Careaga, J., & Huo, Y. J. (2023). Prototypicality Threat Drives Support for Nativist Politics in U.S. and U.K. Elections. *Current Research in Ecological and Social Psychology*, 4, 100080. <https://doi.org/10.1016/j.cresp.2022.100080>
- Danbold, F. & Bendersky, C. (2023). Perceived Misalignment of Professional Prototypes Reduces Subordinates' Endorsement of Sexist Supervisors, *Journal of Applied Psychology*, 108(4), 676–685.. <https://doi.org/10.1037/apl0001038>
- Danbold, F., Onyeador, I. N., & Unzueta, M. M. (2022). Dominant Groups Support Digressive Victimhood Claims to Counter Accusations of Discrimination, *Journal of Experimental Social Psychology*, 98, 104233. <https://doi.org/10.1016/j.jesp.2021.104233>

- Danbold, F. & Huo, Y. J. (2022). Welcome to Be Like Us: Expectations of Outgroup Assimilation Shape Dominant Group Resistance to Diversity, *Personality and Social Psychology Bulletin*, 48(2), 268-282. <https://doi.org/10.1177/01461672211004806>
- Danbold, F. & Bendersky, C. (2020). Balancing Professional Prototypes Increases the Valuation of Women in Male-Dominated Fields, *Organization Science*, 31(1), 119-140. <https://doi.org/10.1287/orsc.2019.1288>
- 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*, 118(2), 283. <https://doi.org/10.1037/pspi0000182>
- 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. <https://doi.org/10.1016/j.jesp.2016.12.014>
- 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. <https://doi.org/10.7758/RSF.2016.2.3.10>
- 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. <https://doi.org/10.1177/1948550614546355>

MANUSCRIPTS UNDER REVIEW

Danbold, F. & Wiesenfeld, B. (invited revision to resubmit at *Academy of Management Review*). Title blinded for peer review.

Carter, A., Danbold, F., & Wiesenfeld, B. (in prep). Title blinded for peer review.

SELECTED RESEARCH IN PROGRESS

Danbold, F., Rattan, A., & Phillips, L.T. (in prep). Claiming the Right to Belong in Organizations.

Onyeador, I. N. & Danbold, F. (in prep). Free Speech Claims and Accountability for Workplace Bias

Bryan, C. & Danbold, F. (in prep). DEI U-Turns: When and Why DEI Supporters Become Opponents

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

Carter, A., Danbold, F., & Wiesenfeld, B. (2024, August). Construal Level Stereotypes. Symposium talk at the annual meeting of the Academy of Management, Chicago, IL, USA.

Bryan, C. & Danbold, F. (2024, August). DEI U-Turns: When and Why DEI Supporters Become Opponents. Symposium talk at the annual meeting of the Academy of Management, Chicago, IL, USA.

Onyeador, I. N. & Danbold, F. (2024, June). Free Speech Claims and Accountability for Workplace Bias. Symposium talk at the annual meeting of the International Association of Conflict Management, Singapore.

Danbold, F. & Bendersky, C. (2023, October). Perceived Misalignment of Professional Prototypes Reduces Subordinates' Endorsement of Sexist Supervisors. Symposium talk at the annual meeting of the Society of Experimental Social Psychology, Madison, WI, USA.

Danbold, F. & Wiesenfeld, B. (2023, July) Designing Prototypes for Inclusion. Symposium talk at the annual meeting of the International Association of Conflict Management, Thessaloniki, Greece.

Danbold, F., Onyeador, I. N., & Unzueta, M. M. (2023, February). Dominant Groups Support Digressive Victimhood Claims to Counter Accusations of Discrimination. Symposium talk at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA, USA.

Danbold, F., Rattan, A., & Phillips, L. T.. (2022, August) Claiming the Right to Belong at Work. Symposium talk at the annual meeting of the Academy of Management, Seattle, WA, USA.

Danbold, F. & Wiesenfeld, B. (2022, August) Designing Prototypes for Inclusion. Symposium talk at the annual meeting of the Academy of Management, Seattle, WA, USA.

Danbold, F. & Huo, Y. J. (2022, February). Expectations of Outgroup Assimilation Shape Dominant Group Resistance to Diversity. Symposium talk at the annual meeting of the Society for Personality and Social Psychology, San Francisco, CA, USA.

Danbold, F. & Bendersky, C. (2021, August). Prototype Alignment: A Method for Reducing the Influence of Gender Exclusionary Supervisors. Symposium talk at the annual meeting of the Academy of Management, online.

- Danbold, F., Onyeador, I.N., & Unzueta, M.M. (2021, July). Dominant Groups' Use of Digressive 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, USA.
- 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, USA.
- 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, USA.
- 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, USA.
- 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, USA.
- 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, USA.
- 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, USA.
- 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, USA.
- 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, USA.
- 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, USA.
- 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, USA.

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.

INVITED RESEARCH TALKS

- 2024 Carnegie Mellon University, University of British Columbia
- 2023 University of California, Los Angeles
- 2022 Oxford University
- 2019 Harvard University, University College London, London School of Economics,
Boston University, IESE Barcelona, IE Madrid, McGill University

MEDIA COVERAGE

Select coverage for Francioli, S., Danbold, F., & North, M. (2023). Millennials versus Boomers: An Asymmetric Pattern of Realistic and Symbolic Threats Drives Intergenerational Tensions in the United States. *Personality and Social Psychology Bulletin*.

Financial Times (2023, July) – "Move over millennials, perennials are on the march"
<https://www.ft.com/content/80d00eb3-973b-44a8-acce-b4f7f98cf32a>

Select coverage for Danbold, F. & Bendersky, C. (2023). Perceived Misalignment of Professional Prototypes Reduces Subordinates' Endorsement of Sexist Supervisors, *Journal of Applied Psychology*.

UCLA Anderson Review (2022, October) – "A Bottom-Up, Instead of Top-Down, Path Away From Sexist Bosses"
<https://anderson-review.ucla.edu/a-bottom-up-instead-of-top-down-path-away-from-sexist-bosses/>

Select coverage for Danbold, F., Onyeador, I. N., & Unzueta, M. M. (2022). Dominant Groups Support Digressive Victimhood Claims to Counter Accusations of Discrimination, *Journal of Experimental Social Psychology*.

MIT Sloan Management Review (2022, October) – “When Confronting Bias, Beware the Counterclaims”

<https://sloanreview.mit.edu/article/when-confronting-bias-beware-the-counterclaims/>

PsyPost (2021, November) – “A new psychological concept called “digressive victimhood”

<https://www.psypost.org/2021/11/a-new-psychological-concept-called-digressive-victimhood-helps-explain-how-dominant-groups-rebuff-claims-of-discrimination-62172>

Kellogg Insight (2022, March) – “Why Accusations of Discrimination Often Morph into Debates about Free Speech”

https://insight.kellogg.northwestern.edu/article/discrimination-free-speech-debates?utm_medium=social

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*.

Gender and the Economy (2023, November) – “Balancing professional prototypes improves how women are valued in men-dominated professions”

<https://www.gendereconomy.org/balancing-professional-prototypes/>

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>

ADDITIONAL MEDIA CONTRIBUTIONS

Maddyness (2022, March) – “Challenging masculine prototypes: how can we increase women’s representation in the workplace?”
<https://www.maddyness.com/uk/2022/03/28/challenging-masculine-prototypes-how-can-we-increase-womens-representation-in-the-workplace/>

BBC (2022, February) – “Proof versus potential: Why women must work harder to move up”
<https://www.bbc.com/worklife/article/20220222-proof-verus-potential-problem>

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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| 2023 | Membership to the Society of Experimental Social Psychology |
| 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

- 2023 - Professor, *Managing Diversity*
UCL School of Management
Overall instructor rating: 4.8/5
- 2022 - Professor, *Behavioural Science*
UCL School of Management
Overall instructor rating: 4.7/5
- 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

TEACHING QUALIFICATIONS

2022 Fellow of the Higher Education Academy

ADDITIONAL TEACHING & CONSULTING

2024 The Metropolitan Police Service
PUBLIC

2023 Cemex

2022 Manageable

AD HOC REVIEWER EXPERIENCE

2013 - *Academy of Management Journal, Academy of Management Review, Organization Science, Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, Management Science, Journal of Personality and Social Psychology, Psychological Science, Personality and Social Psychology Bulletin, Journal of Experimental Social Psychology, Journal of Experimental Psychology: General, Social Psychological and Personality Science, Group Processes & Intergroup Relations*