

Adriana L. Germano
Yale School of Management
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Positions

Yale University

Assistant Professor of Organizational Behavior, Yale School of Management 2023 – Present

Columbia University

Postdoctoral Research Scholar, Management, Columbia Business School 2021 – 2023

Education

Ph.D. in Psychology, University of Washington 2021
M.S. in Psychology, University of Washington 2017
Post-Baccalaureate Certificate Program in Psychology, Columbia University 2013
B.F.A. in Creative Photography, minor in History of Art, *cum laude*, University of Florida 2010

Primary Research Interests

Cultural Influences on the Self and Society, Inequity, Psychology of Race and Gender

Fellowships, Awards, and Honors

SPSP SAGE Emerging Scholar Award 2023
Earl (Buz) and Mary Lou Hunt Endowed Graduate Fellowship, University of Washington 2021
UW Graduate Student Equity & Excellence Dissertation Fellowship 2020 – 2021
SPSP Heritage Dissertation Research Award 2020
SPSP Catalyst Grant, Principal Organizer, *SPSP Network of Multiracial Scholars* 2020
Distinguished Teaching Award for Graduate Students, University of Washington 2020
Departmental Service Award, University of Washington 2020
Harry and Claire Peterson Alcor Graduate Fellowship, University of Washington 2020
Pigott Diversity & Equity Fellowship, University of Washington 2020
Robert C. Bolles Dissertation Award, University of Washington 2019
SPSP Summer Institute for Social & Personality Psychology, Tuition Waiver & Travel Award 2019
UW selectee, California Alliance for Graduate Education Research Exchange 2019
Psychology Department Scholar Award, University of Washington 2016, 2019
SPSP Graduate Poster Award – Finalist 2018
SPSP Diversity Graduate Travel Award 2017
Ford Foundation Pre-Doctoral Fellowship – Honorable Mention 2016, 2017

SPSP Diversity Undergraduate Registration Award	2015
Dean's Award, University of Florida School of Art and Art History	2009
Florida Medallion Scholar – 75% In-State Tuition Scholarship awarded by State of Florida	2006 – 2010

Research Articles

Mentee collaborators are underlined

Saxler, F. M., Dorrough, A. R., ... **Germano, A. L.**, ..., & Martiny, S. E. (2024). Did descriptive and prescriptive norms about gender equality at home change during the COVID-19 pandemic? A cross-national investigation. *Personality and Social Psychology Bulletin*.

Park, H. J., Turetsky, K. M., Dahl, J. L., Pasek, M. H., **Germano, A. L.**, Harper, J. O., Purdie-Greenaway, V., Cohen, G. L., & Cook, J. E. (2023). Investigating cortisol in the classroom: The association between cortisol and academic performance. *Personality and Social Psychology Bulletin*.

Siy, J. O., **Germano, A. L.**, Vianna, L., Azpeitia, J., Yan, S., Montoya, A., & Cheryan, S. (2023). Does the follow-your-passions ideology cause greater academic and occupational gender disparities than other cultural ideologies? *Journal of Personality and Social Psychology*, 125, 548-570.

- Media Mentions: New York Times Business, MSNBC Morning Joe, KUOW Public Radio, BBC Reel, Forbes, New York Times Opinion

Olsson, M. I. T., van Grootel, S., ... **Germano, A. L.**, ..., & Martin, S. E. (2023). Gender gap in parental leave intentions: Evidence from 37 countries. *Political Psychology*, 44, 1163-1192.

Germano, A. L., Ziegler, S. A., Banham, L., & Cheryan, S. (2021). Do diversity awards discourage applicants from marginalized groups from pursuing more lucrative opportunities? *Psychological Science*, 32, 1346-1361.

- Media Mentions: Harvard Business Review, Stanford Social Innovation Review

Brady, L. M., **Germano, A. L.**, & Fryberg, S. A. (2017). Leveraging cultural differences to promote educational equality. *Current Opinion in Psychology*, 18, 79-83.

Cook, J. E., **Germano, A. L.**, & Stadler, G. (2016). An exploratory investigation of social stigma and concealment among MS patients. *International Journal of MS Care*, 18, 78-84.

Articles Under Review

Germano, A. L., Pope, T., & Cheryan, S. [Topic: Understanding gender disparities in STEM through a cultural lens] Revise and Resubmit at *Trends in Cognitive Sciences*.

Select Projects in Progress

Gender neutral = masculine. With Bailey, A.

Racial discrimination in mortgages. With Zou, L. X., Zambrotta, N., Carter, J., and Akinola, M.

Racial authenticity and diversity awards. With Ponce de Leon, R.

Blaming women for U.S. birth decline. With Lombard, E.

Public Writing

Siy, J. O., **Germano, A. L.**, & Montoya, A. (August 11, 2023). [Career advice to “follow your passions” has a paradoxical downside](#). *SPSP’s Character & Context Blog*.

Invited Talks

Northeastern University – Social Psychology Area	2024
New York University – The Identity & Ideologies Project Junior Scholar Speaker Series	2024
Columbia University, Barnard College – Summer Research Institute	2023
Columbia University, Barnard College – Social Psychology Area	2023
Columbia Business School – Columbia Undergraduate Business Scholarship Program	2023
Tufts University – Psychology Department	2021
Yale School of Management – OB Area	2021
UC Davis – Social and Personality Psychology Brown Bag	2021
Columbia Business School – Management Area	2021
Northwestern University, Kellogg School of Management – Social Impact Research Center	2021
New York University – Cognitive Development Lab	2021
UCLA, Anderson School of Management – Management Area	2020
University of Washington – Mixed Race Student Union	2020
National Academies of Sciences, Engineering, and Medicine U.S./Kuwait Workshop	2020
University of Washington – Rapid Fire Research Talks	2018
Columbia University – Laboratory of Intergroup Relations & the Social Mind	2018

Recent Conference Presentations

Chaired Symposia

Germano, A. L. & Zou, L. X. (2024). *The social and financial implications of interracial relationships*. Society for Personality and Social Psychology, San Diego, CA.

Germano, A. L. & Vianna, L. (2022). *It's raining men: How androcentrism shapes our everyday lives*. Society for Personality and Social Psychology, San Francisco, CA.

Germano, A. L. (2020). *Diversifying research on diversity: Insights from understudied racial groups*. Society for Personality and Social Psychology, New Orleans, LA.

Germano, A. L. & Cheryan, S. (2019). *Uncovering the Costs and Benefits to Popular Diversity Programs across Schools and Workplaces*. International Convention of Psychological Science, Paris, France.

Rodriguez-Aruaz, G. & **Germano, A. L.** (2017). *How culture shapes us: Self, behavior, and opportunities for interventions*. Society for Personality and Social Psychology, San Antonio, TX.

Talks

Germano, A. L., Zou, L. X., Zambrotta, N., Carter, J. T., & Akinola, M. (2024). *Discrimination against interracial couples in mortgage loans*. Society for Personality and Social Psychology, San Diego, CA.

Germano, A. L. & Olson, K. R. (2023). *Gender neutral = Masculine*. Academy of Management, Boston, MA.

Germano, A. L. & Olson, K. R. (2022). *Gender neutral = Masculine*. Society for Personality and Social Psychology, San Francisco, CA.

Germano, A. L., Siy, J. O., Vianna, L., Azpeitia, J., Montoya, A., & Cheryan, S. (2021). *The follow-your-passions ideology causes greater academic and occupational gender disparities compared to other cultural ideologies*. Society of Experimental Social Psychology, Santa Barbara, CA.

Germano, A. L., & Cheryan, S. (2020). *Who gets left out when we study race?* Society for Personality and Social Psychology, New Orleans, LA.

Germano, A. L., Zeigler, S. A., & Cheryan, S. (2019). *Academic diversity awards discourage underrepresented students from applying for more lucrative opportunities*. International Convention of Psychological Science, Paris, France.

Germano, A. L., Zeigler, S. A., & Cheryan, S. (2018). *Women-targeted academic awards discourage women from applying for more lucrative opportunities*. Gender Preconference of the Society for Personality and Social Psychology, Atlanta, GA.

Germano, A. L. & Fryberg, S. A. (2017). *Tailoring Mindset Interventions for First-Generation College Students: A Cultural Fit Approach*. Society for Personality and Social Psychology, San Antonio, TX.

Posters (selected)

Zambrotta, N. D., Germano, A. L., Zou, Z., Carter, J. & Akinola, M. (2024) *Couples of color have higher interest rate mortgages than White couples*. Society of Personality and Social Psychology, San Diego, CA.

Azpeitia, J., Siy, J. O., Germano, A. L., Vianna, L., Montoya, A., & Cheryan, S. (2022) *Does the follow-your-passions ideology cause greater academic gender disparities than other cultural ideologies?* Society of Personality and Social Psychology, San Francisco, CA.

Ilac, M., Truong, L., Germano, A. L., & Cheryan, S. (2019). *Women-only awards appeal more to women than other lucrative opportunities, regardless of strength of gender identity*. Society for Personality and Social Psychology, Portland, OR. [SPSP Undergraduate Poster Award Runner-Up]

Germano, A. L., Zeigler, S. A., & Cheryan, S. (2019). *Academic diversity awards discourage underrepresented students from applying for more lucrative opportunities*. Social Cognition Preconference of the Society for Personality and Social Psychology, Portland, OR.

Germano, A. L., Zeigler, S. A., & Cheryan, S. (2018). *Want to reduce gender inequality in computer science? Stop steering women away from predominately male subfields*. Society for Personality and Social Psychology, Atlanta, GA. [SPSP Graduate Poster Award Finalist]

Epistola, J., Germano, A. L., & Fryberg, S.A. (2017). *Examining cultural differences in motivation and growth mindset*. University of Washington Psychology Honors Poster Session, Seattle, WA.

Media Mentions

New York Times Business, [August 3, 2023](#)

KUOW Public Radio, [June 2, 2023](#)

MSNBC Morning Joe, [May 31, 2023](#)

BBC Reel, [May 24, 2023](#)

Forbes, [May 23, 2023](#)

New York Times Opinion, [May 22, 2023](#)

Harvard Business Review, [July 26, 2022](#)

Stanford Social Innovation Review, [Winter 2022](#)

Teaching

Courses Taught, Yale University

Managing Groups and Teams, MBA, Fall 2023

Graduate Instructor, University of Washington

Cultural Psychology, [new & self-developed] undergraduate, Winter 2020

Leadership Development to Promote Equity in Engineering Relationships, undergraduate, Spring 2019

Laboratory in Social Psychology, undergraduate, Spring 2017; Fall 2017; Winter 2018

Professional and Public Service

Yale University

Women in Management Annual Tea 2024

University of Washington

Social and Personality Area Faculty Hiring Committee 2020 – 2021

Co-Chair of Psychology Department Diversity Steering Committee 2017 – 2019

GO-MAP Panelist, *Applying to graduate school as a student of color* 2016

Professional Organizations

Principal Organizer of SPSP Network of Multiracial Scholars 2020 – 2021

Society of Experimental Social Psychology (SESP) Conference Organizer 2018

Public Outreach

Invited Speaker at March for Science, Seattle WA 2018

Co-Organizer of Week-long Cultural Inclusion Workshop, Oregon School District 2017

Young Women’s Leadership School of Brooklyn NY Invited Career Day Speaker 2013

Ad hoc Reviewer

Journals

Journal of Personality and Social Psychology; Organizational Behavior and Human Decision Processes; Personality and Social Psychology Bulletin; Psychological Science; Psychology of Women Quarterly

Grant Proposals

Time-Sharing Experiments for the Social Sciences (TESS)

Other Relevant Experience

University of Washington

2017 - 2021

Psychology Writing Center Tutor

Columbia University

2013 – 2015

Research Coordinator/Laboratory Manager, Department of Psychology