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ACADEMIC POSITION

Georgia Institute of Technology, Scheller College of Business

Associate Professor, Organizational Behavior, June 2023 - Present

Assistant Professor, Organizational Behavior, July 2016-June 2023

EDUCATION

Pennsylvania State University

Ph.D., Smeal College of Business, Department of Management and Organization, 2016

University of Illinois at Urbana-Champaign

Ph.D., School of Labor & Employment Relations, 2010-2012

Master of Human Resources and Industrial Relations, 2010

B.A. Spanish and International Studies, 2007

RESEARCH AND PUBLICATIONS

1. **Johnson, T.D. (2024).** The BRIDGE Framework: How Stigma Research Informs Everyday Practices Toward Neurodiversity and Neuroinclusion in the Workplace. In: Patton, E., Santuzzi, A.M. (eds) Neurodiversity and Work. Palgrave Studies in Equity, Diversity, Inclusion, and Indigenization in Business. Palgrave Macmillian, Cham.
2. Nelson, J., & **Johnson, T.D.** 2023. How White Workers Navigate Racial Difference in the Workplace: Social-emotional processes and the role of workplace racial composition. *Work and Occupations (in press)*
3. **Johnson, T.D.**, Joshi, A., Kreiner, G. 2022. Bridgework: A Model of Brokering Relationships Across Social Boundaries in Organizations. *Organization Science (in press)*
4. Tai, K., Lee, K., Kim, E., **Johnson T.D.**, Wang, W., Duffy, M., & Kim, S. 2021. Gender, Bottom-line Mentality, and Workplace Mistreatment: The Roles of Gender Norm Violation and Team Gender Composition. *Journal of Applied Psychology*.
5. Lyons, B., Lynch, J., & **Johnson, T.D.** 2020. Disclosure Threats in the Workplaces. *Organizational Behavior and Decision Making Processes* .
6. **Johnson, T.D.**, Joshi, A., & Hogan, T. 2020. On the Front Lines of Disclosure: A Conceptual Framework of Disclosure Events. *Organizational Psychology Review*.
7. Gray, B., **Johnson, T.**, Kish-Gephart, J., & Tilton, J. 2017. Identity Work by First-Generation College Students to Counteract Race and Class-Based Micro-aggressions. *Organization Studies*.

8. **Johnson, T.D.** & Joshi, A. 2016. Dark Clouds or Silver Linings? A Stigma Threat Perspective on the Implications of an Autism Diagnosis for Workplace Well-Being. *Journal of Applied Psychology*, 101(3): 430-449.
9. **Johnson, T.D.** & Joshi, A. 2015. On the Front Lines of Disclosure: Unpacking the Identity Work of Disclosure Recipients. In John Humphreys (Ed.), *Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*.
10. **Johnson, T.D.** & Joshi, A. 2014. Disclosure on the Spectrum: Understanding Disclosure among Employees on the Autism Spectrum. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7: 278-281.
11. Kramer, A., Bhawe, D., & **Johnson, T.D.** 2013. Personality and group performance: The importance of group personality composition & task characteristics. *Personality and Individual Differences*, 58: 132-137.

Research in Progress:

1. **Johnson, T.D.**, Joshi, A., Kreiner, G., & Speech M.E. Autism at Work. (under review)
2. **Johnson, T.D.**, Forrester, J., & Reed, N.D. Race and Gender Based Trauma atWork (under review)
3. Ghosh, R., Roberts Gibson, K., Lyons, B., **Johnson, T.D.**, & Pek, S. Multi-level approach to inclusion and relationships (preparing for submission)
4. **Johnson, T.D.** Racial Equity in Coffee Supply Chain Project Pipeline (data collection)
5. Watson-Singleton, N. & **Johnson, T.D.** Impact of Teacher Mindfulness (data collection)
6. Forrester, J. & **Johnson, T.D.** Entrepreneurship, Equity, and Wellness (data collection)
7. Lyons, B., **Johnson, T.D.**, Pek, S., Ghosh, R., & Roberts Gibson, K. Subversive Inclusion. (preparing for submission)

POPULAR PRESS ARTICLES

1. Johnson, 2024. Black Mattering in Specialty Coffee: Insights from a Black Producer Program Origin Trip to Brazil. [*Roast Magazine*](#).

CONFERENCE PRESENTATIONS AND SYMPOSIA (Proceedings Marked with *):

1. **Johnson, T.D. 2023** (August), *Panelist* In Johnson, E., Khatija, P., & Liu, H. (co-chairs) Symposium: Thriving and Growth of Women of Color in the Workplace: From Trauma-Informed to Healing Centered. 83rd Annual Academy of Management Meeting, Boston, MA
2. **Johnson, T.D. 2023** (August), *Facilitator* In OB Research Roundtables Forum, 83rd Annual Academy of Management Meeting, Boston, MA

3. **Johnson, T.D.** & Nelson, J.N. **2023** (August), *Co-Presener/Co-Author* In Hubbard, A & Methot, J. (co-chairs), Symposium, Do Diversity Initiatives ‘Work’? Examining the Unintended Consequences of Diversity Practices. 83rd Annual Academy of Management Meeting, Boston, MA.
4. Rheinhardt, A., & Roberts, A., Crosina, E., Phung, K, **Johnson, T.D. 2023**, Wittman S.M.(*Co-organizers*) (August), Professional Development Workshop: A Junior Scholar’s Guide to Navigating the Trials and Triumphs of Qualitative Research: A Panel Symposium. 83rd Annual Academy of Management Meeting, Boston, MA.
5. **Johnson, T.D. 2023** (August), *Discussant* In Cameron, C.R. & Austin, R.D. (co-chairs), Symposium, Neurodiversity in Organizations: Beyond the Basic Accommodation Model. 83rd Annual Academy of Management Meeting, Boston, MA.
6. **Johnson, T.D. 2022** (August), *Panelist* In Johnson, E., Khatija, P., & Liu, H. (co-chairs) Symposium: Intersectional Trauma of Women of Color in Academe: Cultivating Trauma-informed Organizations. 82nd Annual Academy of Management Meeting, Seattle, WA
7. **Johnson, T.D. 2022** (August), *Panelist* In Boyd, T.L.,& Floyd, A (co-chairs, representing PhD Project and MDSA).Professional Development Workshop (PDW): Diversity Dilemma: Defining, Measuring, and Accessing Diverse Samples. 82nd Annual Academy of Management Meeting, Seattle, WA.
8. **Johnson, T.D. 2022** (August), *Co-author of Paper Presentation* In, Boyd, T.L. Preston, M.C., . (co-chairs) Symposium: When and How are Allies Promoters of Social Change? An Examination of Allyship in the Workplace. 82nd Annual Academy of Management Meeting, Seattle, WA.
9. **Johnson, T.D. 2022** (August), *Panelist* In, Rheinhardt, A., & Roberts, A. (co-chairs) Symposium: A Junior Scholar’s Guide to Navigating the Trials and Triumphs of Qualitative Research: A Panel Symposium. 82nd Annual Academy of Management Meeting, Seattle, WA.
10. **Johnson, T.D. 2022** (August), *Panelist*. Gender Diversity and Organizations (GDO) Division Doctoral Student Consortium: Well-Being and Mental Health – Transitioning from PhD to Junior Faculty Live. 82nd Annual Academy of Management Meeting, Seattle, WA.
11. **Johnson, T.D. 2022** (June). *Panelist/Presenter* in Experiential POS Practices to Carry Us Forward. 10th Biennial Positive Organization Scholarship (POS) Research Conference (University of Michigan)
12. **Johnson, T.D. 2021** (August), In Gibson, K & Longmire N (co-chairs) Symposium: How Much Do I Tell You? The Interpersonal Dynamics of Self-Disclosure at Work. 81st Annual Academy of Management Meeting (Remote due to global pandemic)
13. **Johnson, T.D. 2021** (August), In Johnson, E., Khatija, P., & Liu, H. (co-chairs) Symposium: Intersectional Trauma of Women of Color in Academe: Cultivating Trauma-informed Organizations. 81st Annual Academy of Management Meeting (Remote due to global pandemic)
14. **Johnson, T.D. 2021** (August). *Presenter* In Edwardson, N., Jennings, J., Silvera G. (co-chairs), Professional Development Workshop (PDW): Organizational Determinants of Health: Conceptualizing Diversity & Inclusion in Healthcare Mgmt. 81st Annual Academy of Management Meeting (Remote due to global pandemic)

15. **Johnson, T.D. 2020** (August), In McCluney, C., Seegars, L., Cha, S., & Warren, M (co-chairs), Professional Development Workshop (PDW): Bridging Positive Organizational Scholarship and Diversity, Equity, and Inclusion. 80th Annual Academy of Management Meeting, Vancouver (changed to remote annual meeting due to the global pandemic)
16. **Johnson, T.D. 2020** (August), In, Johnson, E., Khatija, P., & Liu, H. (co-chairs). Resilience of Women of Color in Academe: Mitigating the Double Bind. 80th Annual Academy of Management Meeting, Vancouver (changed to remote annual meeting due to the global pandemic)
17. **Johnson, T.D.** 2019 (April), In Houston, L. (Chair), SIOP Doctoral Consortium Professional Development Workshop : Qualitative Research Roundtable. Society for Industrial-Organizational Psychologists, Washington DC.
18. **Johnson, T.D.** 2018 (August), In Baldrige, D., & Ng, E. (co-chairs), GDO Doctoral Consortium Professional Development Workshop : Realistic Job Preview Panel. Academy of Management Meeting, Chicago, IL.
19. **Johnson, T.D.**, Joshi, A., & Kreiner, G.E. 2017 (August). Scaling Cliffs, Crossing Chasms: A Process of 'Localized De-stigmatization' in Organizations. Academy of Management Meeting, Atlanta, GA.
20. Lashley, K. & **Johnson, T.D.** 2017 (August) (Symposium Co-Chairs). Evaluating Social Evaluations: All Different, But Similar, Or Maybe It Just Depends? Academy of Management Meeting, Atlanta, GA.
21. Humphrey, S., **Johnson, T.D.**, Aime, F., & Macy, R. 2017 (August). The Rise of the Celebrity Employee: How Permeable Organizational Boundaries Unlock Celebrity. Academy of Management Meeting, Atlanta, GA.
22. **Johnson, T.D.** 2017 (April) Creating Inclusive Workplaces by Dismantling Stigma: A Case of Autism Job Coaches. In Jones, K., & Sawyer, K. (Symposium Chair), Mental Illness at Work: Individual Experiences and Organizational Support (Symposium). Society of Industrial Organizational Psychologists, Orlando, FL.
23. **Johnson, T.D.** 2017 (April) Go Betweens and Disclosure Dynamics. In Lyons, B. & Volpone, S. (Symposium Co-Chairs), Don't ask, I'll tell: New considerations in stigma disclosure research (Symposium). Society of Industrial Organizational Psychologists, Orlando, FL.
24. **Johnson, T.D.** 2016 (December). Going Between: A Framework for De-Stigmatization in Organizations. Half-Baked: The Research Group Brown Bag Series.
25. **Johnson, T.D.** 2016 (December). Going Between: A Framework for De-Stigmatization in Organizations. Compassion Lab Brown Bag Series.
26. **Johnson, T.D.** 2016 (August). Bridge Work: Examining the Compassion-Stigma Interplay through the Lens of Autism Job Coaches. In Livne-Tarandach, R. (Symposium Chair), *Empowering Compassion: Exploring How and Why Compassion Can Be Expanded and Leveraged (Showcase Symposium)*. Academy of Management Meeting, Anaheim, CA.
27. **Johnson, T.D.**, & Lyons, B.J. 2016 (August) (Symposium Organizers) *Bridging the Gap: Shedding Light on New Frontiers of Diversity and Inclusion Research*. Academy of Management Meeting, Anaheim, CA.
28. Jones, K., **Johnson, T.D.**, & Houston, L. 2016 (August). Can You See Me Now? Social Invisibility and Career Success for the Black Professional Class. In Kish-Gephart & **Johnson, T.D.** (Symposium co-chairs), *Peeling Back the Layers: Social Class and Inequality at Work*. Academy of Management Meeting, Anaheim, CA.
29. **Johnson, T.D.** 2015 (August). Going Between: Strategies for-and Effects of-Dismantling Stigma in Organizations. In Wareham, J.D. & Kreiner, G. (Symposium co-chairs), *Out of the Shadows: Shedding New Light on Stigmatized Work and Workers*. Academy of Management Meeting, Vancouver, Canada.

30. Gray, B., **Johnson, T.D.**, & Kish-Gephart, J. 2015 (August). Class, Race and Intersectional Barriers to Identity Development in Socially Mobile College Students in the U.S. In Kish-Gephart, J., & Gray, B. (Symposium Co-Chairs), *Understanding the Implications of Social Class at Work*. Academy of Management Meeting, Vancouver, Canada.
31. ***Johnson, T.D.** & Joshi, A. 2015 (August). On the Front Lines of Disclosure: Unpacking the Identity Work of Disclosure Recipients. Paper Presentation. Academy of Management Meeting, Vancouver, Canada.
32. **Johnson, T.D.**, & Joshi, A. 2015 (August). Uncovering the Root Causes of Gender Inequity: Developing an Agenda for Actionable Research. Co-chairs of PDW to be conducted at the Academy of Management Annual Meeting, Vancouver, Canada.
33. Gray, B., **Johnson, T.D.**, & Kish-Gephart, J. 2015 (July). The double whammy of class and race: intersectional hurdles to social mobility. In Sub-theme 34: Inequality, Institutions and Organizations. European Group for Organizational Studies, Athens, Greece.
34. **Johnson, T.D.**, Kreiner, G.E., & Joshi, A. 2014 (August). Organizers of the symposium (*Showcase*)-Identity Work on the Fringes: Creating and Maintaining Identity Legitimacy. Academy of Management Annual Meeting, Philadelphia, PA. August 2014
35. Joshi, A., **Johnson T.D.**, & Kreiner, G.E. 2014 (August). Beast or God? Unpacking an Autistic Identity in Organizations. In Johnson, Kreiner, & Joshi (Symposium Co-Chairs) Identity Work on the Fringes: Creating and Maintaining Identity Legitimacy. Academy of Management Annual Meeting, Philadelphia, PA.
36. **Johnson, T.D.** 2014 (August). Diagnosis Matters: Employment Implications of Early Diagnosis among Autistic Adults. Presented at the 74th Academy of Management Annual Meeting, Philadelphia, PA.
37. **Johnson, T.D.** & Joshi, A. 2014 (May). Stigma on the spectrum: disclosure experiences among individuals with autism. Poster presented at the Society for Industrial and Organizational Psychology, Honolulu, HI.
38. **Johnson, T. D.** & Joshi, A. 2013 (August) More than meets the eye: Unpacking the complexity of invisible stigmas and their disclosure.
39. **Johnson, T.D.** & Joshi, A. 2013 (August) Stigma on the Spectrum: A model of (non)disclosure for autistic individuals in the workplace. Symposium presentation.
40. **Johnson, T.D.**, & Joshi, A. 2013 (October). Stigma on the Spectrum: A model of (non)disclosure for autistic individuals in the workplace. Department Presentation.
41. Kramer, A., Bhave, D., & **Johnson, T.D.** 2011 (October) Personality and group performance: The importance of group personality composition & task characteristics.” Paper presented at Midwest Academy of Management.

MEDIA MENTIONS

1. Interview with Roast Magazine Podcast – Spring 2024: <https://www.roastmagazine.com/stories/tiffany-johnson-on-black-mattering-podcast>
2. <https://poetsandquants.com/2021/09/08/the-most-interesting-new-mba-courses-at-leading-u-s-b-schools/5/>
3. Knowledge @ Wharton Podcast (2021). https://knowledge.wharton.upenn.edu/article/protecting-mental-health-work/?utm_source=kw_newsletter&utm_medium=email&utm_campaign=2021-08-24
4. Georgia Tech News about research, teaching, and diversity
 - a. <https://news.gatech.edu/news/2022/03/23/well-being-classroom>
 - b. <https://www.scheller.gatech.edu/news/2022/examining-the-bridging-role-of-allies-and-advocates-in-the-workplace.html>
 - c. <https://www.scheller.gatech.edu/news/2022/community-is-everything-meet-cara-joy-wong-evening-mba->

[22.html?utm_source=newsletter&utm_medium=email&utm_content=%E2%80%98Community%20is%20Everything%E2%80%99&utm_campaign=Daily%20Digest%20-%20Dec.%2014%2C%202022](https://www.scheller.gatech.edu/news/2023/stepping-out-of-her-comfort-zone-meet-awonda-luangphasombath-evening-mba-23.html?utm_source=newsletter&utm_medium=email&utm_content=Full%20Story%0A&utm_campaign=Daily%20Digest%20-%20May%205%2C%202023)

- d. <https://news.gatech.edu/news/2023/01/31/black-history-month-reading-and-viewing-recommendations>
- e. https://www.scheller.gatech.edu/news/2023/stepping-out-of-her-comfort-zone-meet-awonda-luangphasombath-evening-mba-23.html?utm_source=newsletter&utm_medium=email&utm_content=Full%20Story%0A&utm_campaign=Daily%20Digest%20-%20May%205%2C%202023
- f. <https://www.scheller.gatech.edu/news/2023/tiffany-johnson-and-robbie-moon-awarded-sustainabiity-education-innovation-grants.html>

HONORS AND AWARDS

- Institute for Leadership and Social Impact (Fall 2024) - \$5000
- Poets & Quants 40 under 40 MBA Professor (Spring 2024)
- Sustainability Next Teaching Innovation Award (April 2023) - \$10000
- Ray C Anderson Sustainable Business Award for Innovative Education (Fall 2023-Spring 2024) - \$3000
- Georgia Tech Diversity and Inclusion Fellow (2020-2021)
- Georgia Power Professor of Excellence (2018-2019)
- INFORMS/Organization Science Dissertation Proposal Competition Finalist (Fall 2015)
- Ossian R. MacKenzie Outstanding Teaching Award (Spring 2015)
- Smeal Small Research Grant (Spring 2015)
- Pennsylvania State University's Africana Research Center Grant (Fall 2014)
- Smeal Small Research Grant (Fall 2014)
- Smeal Small Research Grant (Spring 2014)
- FLAS Fellowship (Summer 2010)
- James Aiken Scholarship Recipient (Spring 2006)

TEACHING EXPERIENCE (*indicates courses that I created)

- Work, Equity, and Wellness - Undergraduates* (Georgia Tech)
 - Spring 2022- 1 section
 - Spring 2023- 1 section
 - Spring 2024- 1 section
 - Summer 2024
- Work, Equity, and Wellness- MBAs* (Georgia Tech)
 - Summer 2021 – 1 section
 - Spring 2023- 1 section
 - Spring 2024- 1 section
- Organizational Theory PhD Seminar (Georgia Tech)
 - Fall 2018 – 1 section
- Organizational Behavior (Georgia Tech)
 - Fall 2016 – 2 sections
 - Fall 2017 – 3 sections
 - Fall 2018 – 2 sections
 - Fall 2019 – 3 sections
 - Spring 2021 – 2 sections
 - Spring 2022- 2 sections
 - Spring 2024- 1 section

- Human Resources (Georgia Tech)
 - Spring 2021 – 1 section
 - Summer 2023- 1 section
- Business Ethics & Society (MGMT 451W, Penn State University)
 - Spring 2015 (at Penn State University)
 - Fall 2013
- Organizational Behavior (MGMT 326, Penn State University)
 - Fall 2014

PROFESSIONAL AFFILIATIONS

- Society of Industrial and Organizational Psychology (2013-Present)
- PhD Project/MDSA (2012-2016)
- Midwest Academy of Management (2011-2012)
- Academy of Management (2011-Present)

PROFESSIONAL SERVICE ACTIVITIES

Presentations

- Presenter - Tulane University Research Group (October 2023)
 - Bridgework
- Panelist – PhD Project/MDSA Conference (August 2023)
 - From Courses to Conferences
- Speciality Coffee Association (April 2023)
 - Why the Time Is Now...
- Presenter - Compassion Lab (March 2023)
 - Caring Relations at Work
- Presenter – Spring Institute on Abilities (March 2023)
 - Bridgework and Disclosure of Stigmatized Identities
- Scheller Lunchtime Live Presentations
 - Allyship and Advocacy as an Everyday Practice (December 2022)
 - Work, Equity, and Wellness (August 2021)
- Presenter – PhD Project/MDSA Conference (August 2020)
 - Mental Health and Wellness Session
- Serve-Learn-Sustain (SLS) Lunchtime Faculty Research Spotlight: (October 2019)
 - Title: “The Body Keeps the Score”: Embodiment as a Tool to Understand Health in Academia and Our Communities (co-presented with Dr. Narin Hassan)
- INFORMS Dissertation Competition Reviewer (August 2019)
- Final Presentation Judge – OMED Summer Program (July 2019)
- Scheller College of Business Faculty Research Presentation (Feb 2019)
- Panelist - OMED/AAMI Academic Empowerment Fair (Feb 2019)
- Panelist – PhD Project Annual Conference (November 2017)
- Presenter – PhD Project/MDSA Conference (August 2017)
 - Dissertation Boot Camp – The Nuts and Bolts of the Dissertation Process
 - PhD Life Lab- Treat it Like a Job
- Presenter – PhD Project/MDSA Conference (August 2018)
 - Being Mindful and Intentional as a PhD Student
 - Getting to the Finish Line: Managing and Completing Your Dissertation

Reviews:

- Ad Hoc Reviewer
 - Academy of Management Review (AMJ)
 - Academy of Management Journal (AMJ)
 - Human Resource Management (HRM)
 - Journal of Applied Psychology (JAP)
 - Journal of Business Ethics (JBE)
 - Journal of Business Psychology (JBP)
 - Journal of Management (JOM)
 - Journal of Management Studies (JMS)
 - Organizational Behavior and Human Decision Processes (OBHDP)
 - Organization Science
 - Work and Occupations
- INFORMS Dissertation Competition Reviewer (August 2019)
- Reviewer: Academy of Management Annual Meeting (GDO; 2015)
- Reviewer: Academy of Management Annual Meeting (GDO; 2014)
- Reviewer: Academy of Management Annual Meeting (GDO/OB; 2013)
- Reviewer: Academy of Management Annual Meeting (GDO/OB/HR; 2012)

Committee Membership:

- Saroj Parasuraman Award for the Outstanding Publication on Gender and Diversity (*ad hoc*): Academy of Management Annual Meeting (2023)
- Co-chair, OB Area Distinguished Speaker Series (Fall 2017 – Present)
- Member, Scheller College of Business Honors Committee (Spr 2019)
- GDO Best Student Conference Paper Award Committee Member (*ad hoc*): Academy of Management Annual Meeting (2014)
- PhD Project Sub-Committee Member (2013-2016)
- GDO Best Student Conference Paper Award Committee Member (*ad hoc*): Academy of Management Annual Meeting (2012)

PUBLIC AND COMMUNITY SERVICE

- Coffee Coalition for Racial Equity (2022 – Present)
- Institute for Good Work, Founder (2017- 2022)
- Smart Girls on Campus, Advisory Board Member (2017 – 2019)
- Red Clay Yoga, Inc., Volunteer and Teacher (2017 – 2022)
- Alpha Kappa Alpha Sorority, Inc. (2008 – Present)

OTHER EXPERIENCE

Work Experience (Non-Academic):

- May 2019 – June 2020, *Yoga and Meditation Teacher*: Sacred Chill West
- 2004-2010 *Project Manager, Multicultural Marketing*: MetLife Auto & Home Insurance Co.

Languages:

- Spanish (Verbal, Reading, Writing)
- Portuguese (Verbal, Reading, Writing)
- English (Verbal, Reading, Writing)