

LEIGH PLUNKETT TOST

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ACADEMIC POSITIONS

UNIVERSITY OF MICHIGAN: ROSS SCHOOL OF BUSINESS

NBD Bancorp Assistant Professor of Business Administration (July 2015 to present)

Assistant Professor of Management & Organizations Area (May 2012 to present)

UNIVERSITY OF WASHINGTON: FOSTER SCHOOL OF BUSINESS

Post Doctoral Research Associate – Center for Leadership and Strategic Thinking (2010 to 2012)

Department of Management & Organization

EDUCATION

DUKE UNIVERSITY

Ph.D. in Business Administration (2010)

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

M.A. in Political Science (2005)

HARVARD UNIVERSITY

B.A. in Anthropology, (1999); *cum laude* in General Studies

PUBLICATIONS

Tost, L. P. When, why, and how do powerholders “feel the power”? Examining the links between structural and psychological power and reviving the connection between power and responsibility. Forthcoming in *Research in Organizational Behavior*.

Kopelman, S., Hardin, A., Myers, C., & Tost, L. P. Cooperation in Multicultural Negotiations: How the Cultures of People with Low and High Power Interact. Forthcoming in *Journal of Applied Psychology*.

Tost, L. P., Wade-Benzoni, K. A., & Johnson, H. H. (2015). Noblesse oblige emerges (with time): Power motivates intergenerational impact. *Organizational Behavior and Human Decision Processes*, 128, 61-73.

Tost, L. P., Gino, F., & Larrick, R. P. (2013). When power makes others speechless: The negative impact of leader power on team performance. *Academy of Management Journal*, 56, 1465-1486.

- Rosette, A. S., & Tost, L. P. (2013). Perceiving one's own privilege: When experiencing disadvantage on one dimension of hierarchy motivates the perception of privilege on another. *Psychological Science, 24*, 1420-1427.
- Tost, L. P., & Wade-Benzoni, K. A. (2013). Intergenerational beneficence and the success of sustainability initiatives in organizational contexts. In A. Hoffman & P. Bansal (Eds.), *The Oxford Handbook of Business and the Environment*. Oxford, UK: Oxford University Press.
- Wade-Benzoni, K. A., Tost, L. P., Hernandez, M., & Larrick, R. P. (2012). It's only a matter of time: Death, legacies, and intergenerational decisions. *Psychological Science, 23*, 704-709.
- Tost, L. P., Gino, F., & Larrick, R. P. (2012). Power, competitiveness, and advice-taking: Why the powerful don't listen. *Organizational Behavior and Human Decision Processes, 117*, 53-65.
- Feiler, D., Tost, L. P., & Grant, A. (2012). Mixed reasons, missed givings: The costs of blending egoistic and altruistic reasons in donation requests. *Journal of Experimental Social Psychology, 48*, 1322-1328.
- Tost, L. P. (2011). An integrative model of legitimacy judgments. *Academy of Management Review, 36*, 686-710.
- Rosette, A. S., & Tost, L. P. (2010). Agentic women and communal leadership: How role prescriptions confer advantage to top women leaders. *Journal of Applied Psychology, 95*, 221-235.
- Lead article
- Tost, L. P. & Lind, E. A. (2010). Sounding the alarm: Moving from system justification to system condemnation in the justice judgment process. *Research on Managing Groups and Teams, 13*, 3-27.
- Fox, M., Tost, L. P., & Wade-Benzoni, K. A. (2010). The legacy motive: A catalyst for sustainable decision making in organizations. *Business Ethics Quarterly, 20*: 153-185.
- Lead article
- Wade-Benzoni, K. A., & Tost, L. P. (2009). The egoism and altruism of intergenerational behavior. *Personality and Social Psychology Review, 13*, 165-193.
- Tenbrunsel, A. E., Wade-Benzoni, K. A., Tost, L. P., Medvec, V. H., Thompson, L., & Bazerman, M. H. (2009). The reality and myth of sacred issues in ideologically-based negotiations. *Negotiation and Conflict Management Research, 2*, 263-284.
- Tost, L. P., Hernandez, M., & Wade-Benzoni, K. A. (2008). Pushing the boundaries: A review and extension of the psychological dynamics of intergenerational conflict in

organizational contexts. *Research in Personnel and Human Resources Management*, 27, 93-147.

Li, M., Tost, L. P., & Wade-Benzoni, K. A. (2007). The dynamic interaction of context and negotiator effects: A review and commentary on current and emerging areas in negotiation. *International Journal of Conflict Management*, 18, 222-259.

- Highly Commended Paper, Emerald Literati Network 2008 Awards for Excellence

PAPERS UNDER REVIEW / WORKING PAPERS

* Tost, L. P., Overbeck, J., & Wazlawek, A. With great power comes great...morality? Viewing the powerful as ethical. Invited to revise and resubmit at *Organization Science*.

*(Tost & Overbeck sharing first authorship)

Ong, M., Mayer, D. M., & Tost, L. P. Does working for a socially responsible company make employees more or less prosocial? The role of work meaning in reconciling the moral licensing versus consistency debate. Invited to revise and resubmit at *Organizational Behavior and Human Decision Processes*.

* Schaerer, M., Tost, L. P., Huang, L., Gino, F., & Larrick, R. P. Advice givers feel the power: The political implications of advice giving. Under review at *Organizational Behavior and Human Decision Processes*.

*(Schaerer & Tost sharing first authorship)

Bauman, C. W., Tost, L. P., & Ong, M. Blame the shepherd not the sheep: Imitating authorities absolves subordinates of moral responsibility. Under review at *Organizational Behavior and Human Decision Processes*.

Tost, L. P. & Johnson, H. H. An alternative portrait of power: How, when, and why power induces solidarity with others. In preparation for submission.

Hardin, A. & Tost, L. P. Does positional power always lead to less compassion? The effects of hierarchy on feelings and expressions of compassion in the workplace. In preparation for submission.

CONFERENCE PRESENTATIONS

Bauman, C. W., Tost, L. P., & Ong, M. 2015. Blame the shepherd not the sheep: Imitating authorities absolves subordinates of moral responsibility. *Academy of Management Annual Conference*.

Kopelman, S., Myers, C., Hardin, A., & Tost, L. P. 2015. Building cross-cultural bridges or burning them? The moderating influence of high power others' culture in social dilemmas. *International Association for Conflict Management*.

Tost, L. P. & Johnson, H. H. 2015. An alternative portrait of power: How, when, and why power induces solidarity with others. Invited talk at the *New Directions in Leadership Conference* at Duke University.

Tost, L. P., Overbeck, J., & Wazlawek, A. 2014. With great power comes great...morality? Viewing the powerful as ethical. Invited talk at the Arison School of Business (IDC Herzliya, Israel) *Interdisciplinary Conference on Social Hierarchy* (organized by Adam Galinsky and Yaacov Tope).

Hardin, A., & Tost, L.P. 2014. Does climbing the organizational ladder always lead to less compassion? The effects of hierarchy on feelings and expressions of compassion in the workplace. *Academy of Management Annual Conference*.

Ong, M., Mayer, D. M., & Tost, L. P. 2014. Does working for a socially responsible company make employees more or less prosocial? The role of work meaning in reconciling the moral licensing versus consistency debate. *Academy of Management Annual Conference*.

Tost, L. P., Gino, F., & Larrick, R. P. 2013. Sharing advice and feeling powerful: The mutually reinforcing effects of power and advice giving. *Academy of Management Annual Conference*.

Overbeck, J., Tost, L. P., & Wazlawek, A. 2013. When transparency doesn't matter: Viewing the powerful as moral role models. *Academy of Management Annual Conference*.

*First two authors sharing first authorship; Wazlawek presenting

Tost, L. P., & Johnson, H. H. (2012). The impact of power on task and relational leadership behavior: The mediating role of leaders' legitimacy judgments. *Academy of Management Annual Conference*.

Tost, L. P., Blader, S. L., & Wade-Benzoni, K. A. (2012). Out with the old and in with the new? Social identification moderates reactions to new procedures. *Academy of Management Annual Conference*.

Tost, L. P., Gino, F. & Larrick, R. P. (2012). The perils of letting power go to your head: The negative impact of formal leader power on team communications and performance. *Academy of Management Annual Conference*.

Tost, L. P., Gino, F. & Larrick, R. P. (2012). The perils of letting power go to your head: The negative impact of formal leader power on team communications and performance. *Wharton Leadership Conference*.

Tost, L. P., Gino, F., & Larrick, R. P. (2011). When power makes others speechless: The negative impact of leader power on team performance. *Academy of Management Annual Conference*.

Tost, L. P., Blader, S. L., & Wade-Benzoni, K. A. (2010). A tale of two theories: Integrating the uncertainty management and group value models of justice. *International Roundtable on Innovations in Organizational Justice Research*.

Tost, L. P., Gino, F., & Larrick, R. P. (2010). Power, competitiveness, and advice-taking: Why the powerful don't listen. *Behavioral Decision Research in Management Conference* (presentation by Larrick).

Overbeck, J., Tost, L. P., & Wazlawek, A. (2010). I know what's best for you (and everyone): Power, self-centered reasoning, and the cost of not "grappling". *Society for Personality and Social Psychology Annual Conference* (presentation by Overbeck).

Tost, L. P., Blader, S., & Wade-Benzoni, K. A. (2009). A tale of two theories: Integrating the uncertainty management and group value models of justice. *Academy of Management Annual Conference*.

- **Included in the Best Paper Proceedings.**

Tost, L. P., & Wade-Benzoni, K. A. (2009). The psychology of environmental decision making. *Academy of Management Annual Conference*.

- This panel was selected to be featured as a podcast on the Academy of Management website.

Wade-Benzoni, K. A., & Tost, L. P. (2009). The egoism and altruism of intergenerational behavior. *Academy of Management Annual Conference*.

Tost, L.P., & Lind, E. A. (2009). Justice perceptions and support for social change. *13th Annual Conference on Research on Managing Groups and Teams*.

Tost, L. P., & Wade-Benzoni, K. A. (2008) Organizers: Symposium on Power, Social Responsibility, and Ethics. *Academy of Management Annual Conference*.

Wade-Benzoni, K. A., & Tost, L. P. (2008). Power and social responsibility in intergenerational decision making. *Academy of Management Annual Conference*.

Overbeck, J. R., Tost, L. P., & Wazlawek, A. (2008). Power/corruption. *Academy of Management Annual Conference*.

Tost, L. P., Blader, S., & Wade-Benzoni, K. A. (2008). Group identification, fairness, and resistance to change. *Academy of Management Annual Conference*.

Tost, L. P., Hernandez, M., & Wade-Benzoni, K. A. (2008). Pushing the boundaries: A review and extension of the psychological dynamics of intergenerational conflict in organizational contexts. *Academy of Management Annual Conference*.

Rosette, A. S., & Tost, L. P. (2007). Denying white privilege: Perceptions of race-based advantages as social norms. *Academy of Management Annual Conference*.

- **Included in the Best Paper Proceedings.**

Rosette, A. S., Tost, L. P., & Phillips, K. (2007). Communal women and agentic leadership: The reconciliation of two opposing stereotypes. *Academy of Management Annual Conference*.

Rosette, A. S., Tost, L. P., Hernandez, M., & Sitkin, S. B. (2007). Competitive rivalries above the glass ceiling: Triggers for negative biases among top women leaders. *Academy of Management Annual Conference*.

Rosette, A. S., Tost, L. P., & Phillips, K. (2006). Leadership subtype activation: Favorable evaluations of women leaders in chief positions. *Academy of Management Annual Conference*.

- **Included in Best Paper Proceedings, nominated for Best Paper Award in the Careers Division.**

INVITED TALKS

Stanford Graduate School of Business, Organizational Behavior Group
University of Southern California, Marshall School of Business
University of California at Los Angeles, Anderson School of Management
Michigan State University, Organizational Psychology Colloquia
University of Michigan, Ross School of Business, Hosmer Seminar Series
University of Arizona, Eller College of Management
Rice University, Jesse H. Jones Graduate School of Business
Harvard University, Harvard Business School, Organizational Behavior Area
University of Michigan, Ross School of Business
University of Washington, Department of Management & Organization
Georgetown University, McDonough School of Business
London School of Business, Organisational Behaviour Area
University of North Carolina, Organizational Behavior Area
University of Western Ontario, Richard Ivey School of Business
New York University, Stern School of Business
George Mason University, School of Management
Southern Methodist University, Cox School of Business

HONORS AND AWARDS

NBD Bancorp Chaired Assistant Professorship Research Award, Ross School of Business, 2015.
Outstanding Reviewer Award, *Academy of Management Journal*, 2014
Best Paper Proceedings (Tost, Blader, & Wade-Benzoni), Academy of Management, 2009.
Highly Commended Paper, Emerald Literati Network 2008 Awards for Excellence (Li, Tost, & Wade-Benzoni)
Best Paper Proceedings (Rosette & Tost), Academy of Management, 2007.
Best Paper Proceedings (Rosette, Tost, & Phillips), Academy of Management, 2006.
Fuqua School of Business Graduate Fellowship, 2005 through 2010.
University of North Carolina Graduate School Fellowship, 2003 through 2005.
University of North Carolina Graduate School Global Studies Fellowship, 2003 through 2004.
John Harvard Scholarship for Academic Achievement, 1995 through 1999.

MEDIA MENTIONS

New York Times (September 2015) on research on advice taking with Francesca Gino and Rick Larrick.

Harvard Business Review (March 2014 issue) summarized findings from my research with Francesca Gino and Rick Larrick on power and leadership.

Financial Times, Washington Post, Forbes, Market Watch, Fox Business News, October – November 2013, discussing research with Francesca Gino and Rick Larrick on power and leadership.

Time.com, July 2012, discusses research on legacies and intergenerational allocations.

CNN Money, Financial Times Online, April 2011, discusses research with Francesca Gino and Rick Larrick on power and team leadership.

Harvard Business Review Blog, Financial Times, Daily Mail, Fall 2010, discusses work with Ashleigh Rosette on perceptions of top women leaders.

New York Times, July 2010, discusses work with Jennifer Overbeck and Abbie Wazlawek on the effect of leader power on evaluations of the leader's ethical behavior.

TEACHING EXPERIENCE

University of Michigan, Ross School of Business

- Leading People & Organizations (MO 503, Daytime MBA Core Course)
 - Fall 2014 (median instructor rating: 4/5)
- Bargaining and Influence Skills: Negotiation Strategy in a Global Economy (MO 512)
 - Winter 2014 (median instructor rating: 5/5, with a mean of 4.9)
- Behavioral Theory in Management (MO 300, Undergraduate Core Course)
 - Fall 2012 (median instructor rating: 5/5, with a mean of 4.8)

Duke University: Markets and Management Undergraduate Certificate Program

- Managerial Effectiveness (core Organizational Behavior course with Negotiations emphasis), Summer 2008 (median instructor rating: 5/5, with a mean of 4.9)

University of Arkansas

- American National Government (Fall 2002, Spring 2003)

PROFESSIONAL SERVICE

Dissertation Committees:

- Ashley Hardin, co-chair with Jane Dutton (University of Michigan, Ross School of Business: Management & Organizations; 2017)
- Madeline Ong (University of Michigan, Ross School of Business: Management & Organizations; 2017)
- Jenny Olson (University of Michigan, Ross School of Business: Marketing; 2015)

Doctoral Student Advising at the University of Washington:

- Hana Johnson
- Fong Keng

Service at the University of Michigan:

- Faculty advisor for the Sanger Center Ross Leaders Academy 2015-2016
- Coordinator of the M&O brown bag series, 2014-2016
- Teaching an informal class on theory development for doctoral students, 2015
- Ross Leadership Initiative (RLI) MBA Impact Challenge Facilitator, August 2014, 2015
- Business Case Competition Coach, Ross MBAs, Fall 2014
- Management & Organizations Fun Committee member; collaborated to plan the M&O area's 2014 Annual Retreat
- Co-taught informal class on experiments for doctoral students, 2012-2014
- Invited speaker at the Hosmer Research Luncheon Series, February 2013
- Doctoral Recruiting Committee for Management & Organizations Area, 2012-2013
- Reader for Organizational Studies Senior Honors Thesis, 2013
- Invited speaker for UM Librarian's Forum, October 2012
- Ross Leadership Initiative (RLI) MBA Orientation Facilitator, August 2012

Service within the Academy of Management:

- Organizational Behavior Best Symposium Award Committee (2015)
- Reviewer for Organizational Behavior Division (multiple years)
- Reviewer for Conflict Management Division (multiple years)
- Reviewer for Organization and Management Theory Division (multiple years)
- Facilitator for Professional Development Workshop on Experiments in Institutional Theory and Strategy Research (2014)

Editorial Boards: Academy of Management Journal, Academy of Management Review, Organizational Behavior and Human Decision Processes

Ad-hoc Reviewer: Academy of Management Annual Conference (various divisions), Administrative Science Quarterly, European Journal of Social Psychology, International Public Management Journal, Journal of Applied Psychology, Journal of Experimental Social Psychology, Human Relations, Organization Studies, Sex Roles

PROFESSIONAL AFFILIATIONS

Member of Academy of Management (since 2006)

Member of Association for Psychological Science (since 2011)

Member of Society for Personality and Social Psychology (since 2012)