

JULIA LEE CUNNINGHAM

Stephen M. Ross School of Business · University of Michigan
701 Tappan Avenue, R5312 · Ann Arbor, MI 48104

PROFESSIONAL APPOINTMENT

- 2021–present **UNIVERSITY OF MICHIGAN** (Ann Arbor, MI)
Associate Professor in Management & Organizations (awarded early tenure)
Stephen M. Ross School of Business
- 2023–2024 **BOCCONI UNIVERSITY** (Milan, Italy)
Visiting Professor, Department of Management & Technology
- 2017–2021 **UNIVERSITY OF MICHIGAN** (Ann Arbor, MI)
Assistant Professor in Management & Organizations
NBD Bancorp Assistant Professor in Business Administration
Stephen M. Ross School of Business
- 2018–present **NATIONAL GEOGRAPHIC SOCIETY** (Washington, DC)
Explorer and Fellow, Making the Case for Nature Program
- 2015–2017 **UNIVERSITY OF MICHIGAN** (Ann Arbor, MI)
Postdoctoral Fellow, Center for Positive Organizations
Stephen M. Ross School of Business
- 2014–2015 **HARVARD UNIVERSITY** (Cambridge, MA)
Lab Fellow in Institutional Corruption, Edmond J. Safra Center for Ethics
- 2013–2014 **HARVARD UNIVERSITY** (Cambridge, MA)
Research Fellow, Women and Public Policy Program

EDUCATION

- 2015 **HARVARD UNIVERSITY** (Cambridge, MA)
Ph.D. in Public Policy
- 2010 **HARVARD UNIVERSITY** (Cambridge, MA)
Master in Public Policy: Business and Government
- 2008 **HARVARD UNIVERSITY** (Cambridge, MA)
Master of Arts in Regional Studies: Political Economy in East Asia
- 2006 **KOREA UNIVERSITY** (Seoul, Korea)
Bachelor of Arts in Political Science and International Relations

PUBLICATIONS

** denotes a PhD student/post-doc at the beginning of collaboration*

1. Geiger, N., Raimi, K. T., Roy, S.*, **Lee Cunningham, J.** Public opinion and communication on climate-driven migration (forthcoming at *Handbook of Environmental Psychology*).

2. Bencharit, L. Z., Creason, C. R., **Lee Cunningham, J.**, Gasparyan, I. V., Dhariwal, D., & Markus, H. R. (2025). Is there an “I” in team?: Racial and gender differences in interdependent teamwork. In Okvitawanli, A., Friedlmeier, W., & Bhangaokar, R. (Eds.). *Globalization in Context. Proceedings from the 27th Congress of the International Association for Cross-Cultural Psychology*.
3. Klebl, C.*, Brock, B., & Jetten, J., **Lee Cunningham, J.** (2025). Biodiversity and cultural diversity are morally valued. *British Journal of Social Psychology*, 64(1):e12818.
4. Doell, K. C., ..., **Lee Cunningham, J.**, ... Van Bavel, J. J. (2024). The climate psychology collaboration: A global dataset of the climate intervention tournament in 63 countries. *Scientific Data*, 11(1):1066.
5. Raimi, K., Sarge, M., Geiger, N., Gillis, A.*, & **Lee Cunningham, J.** (2024). Effects of communicating the rise of climate migration on public perceptions of climate change and immigration. *Journal of Environmental Psychology*, 93:102210.
6. Vlasceanu, M., ..., **Lee Cunningham, J.**, ... Van Bavel, J. J. (2024). Addressing climate change with behavioral science: A global intervention tournament in 63 countries. *Science Advances*, 10(6):eadj5778.
* *The Robert B. Cialdini Prize Winner, Publication Award for Innovation in Behavioral Policy Winner*
7. **Lee Cunningham, J.**, Ashford, S., & Sunday, L. (2024). When qualified women resist the leader label. *MIT Sloan Management Review*, Vol. 66, No. 2.
8. Kwon, M.*, **Lee Cunningham, J.**, & Jachimowicz, J. (2023). Discerning saints: The moralization of intrinsic motivation and selective helping at work. *Academy of Management Journal*, 66(6):1625–1650.
9. Kwon, M., **Lee Cunningham, J.**, & Jachimowicz, J. (2023). Why your love for work can alienate your colleagues. *Harvard Business Review*, Online (June 14).
10. **Lee Cunningham, J.**, Cable, D., Sherman, D., & Petriglieri, G. (2023). Advances in self-narratives in, across, and beyond organizations. *Organizational Behavior and Human Decision Processes*, 176:104254.
11. Ong, M.*, **Lee Cunningham, J.**, & Parmar, B. (2023). Lay theories about Homo Economicus: How and why does economics specialization make us see honesty as effortful? *Academy of Management Learning & Education*, 23(1):41–60.
12. Ganz, M.*, **Lee Cunningham, J.***, Ben Ezer, I.**, & Segura, A.** (2023). Crafting public narrative toward collective action: A pedagogy for leadership development. *Academy of Management Learning & Education*, 22(2):169–190.
* *These authors share the first authorship; 2nd most read article in Academy of Management Learning & Education, 2023; Winner, Evidence-based Leadership Development Program Award, Academy of Management, 2025*
13. Gainsburg, I.* & **Lee Cunningham, J.** (2023). Compassion fatigue as a self-fulfilling prophecy: Believing compassion is limited increases fatigue and decreases compassion. *Psychological Science*, 34(11):1206–1219.
14. Huang, J., Krupenki, M., Rothschild, D., & **Lee Cunningham, J.** (2023). The cost of anti-Asian racism during the COVID-19 pandemic. *Nature Human Behaviour*, 7:682–695.

** Diversity, Equity, & Inclusion Faculty Research Award Winner*

15. **Lee Cunningham, J.**, Sunday, L.*, & Ashford, S. (2023). Do I dare? The psychodynamics of anticipated image risk, leader identity endorsement, and leader emergence. *Academy of Management Journal*, 66(2):374–401.
** #1 most read article in Academy of Management Journal, 2023*
16. Skurka, C., & **Lee Cunningham, J.** (2023). Seeing the funny side: Humor in pro-environmental communication. *Current Opinion in Psychology*, 53:101668.
17. Gainsburg, I.*, Roy, S.* & **Lee Cunningham, J.** (2023). An examination of how six reasons for valuing nature are endorsed and associated with pro-environmental behavior across 12 countries. *Scientific Reports*, 13:8484.
18. Gillis, A.*, Geiger, N., Raimi, K., **Lee Cunningham, J.**, & Sarge, M. (2023). Awareness of climate change-induced immigration to the US has mixed influences on public support for climate change and migrants. *Climatic Change*, 176:48.
19. Kim, E., **Lee Cunningham, J.**, & Aribarg, A. (2022). The moral significance of aesthetics in nature imagery. *Psychological Science*, 33(9):1372–1385.
20. **Lee Cunningham, J.**, Sunday, L., & Ashford, S. (2022). Are you afraid to identify as a leader? *Harvard Business Review*, Online (September 5).
21. **Lee Cunningham, J.**, Gino, F., Cable, D., & Staats, B. (2021). Seeing oneself as a valued contributor: Social worth affirmation improves information sharing in teams. *Academy of Management Journal*, 64(6):1816–1841.
22. Jachimowicz, J.**, **Lee Cunningham, J.***, Staats, B., Menges, J., & Gino, F. (2021). Between home and work: Commuting as an opportunity for role transitions. *Organization Science*, 32(1):64–85.
** These authors share the first authorship.*
23. Martin, S., **Lee Cunningham, J.**, & Parmar, B. (2021). Social distance, online deception and getting "hooked": A phishing expedition. *Organizational Behavior and Human Decision Processes*, 166:39–48.
24. Gainsburg, I.*, **Lee Cunningham, J.**, Larrick, R., & Klotz, L. (2021). Harnessing behavioral science to understand and address human impact on the environment. *Behavioral Science & Policy*, 7(2):2–3.
25. **Lee Cunningham, J.**, Ong, M.*, Parmar, B., & Amit, E. (2019). Lay theories of effortful honesty: Does the honesty-effort association justify making a dishonest decision? *Journal of Applied Psychology*, 104(5):659–677.
26. Shea, C., **Lee Cunningham, J.**, Menon, T., & Im, D. (2019). Cheater's hide and seek: Strategic cognitive network activation during ethical decision making. *Social Networks*, 58:143–155.
27. **Lee Cunningham, J.**, Hardin, A.*, Parmar, B., & Gino, F. (2019). The interpersonal costs of dishonesty. *Journal of Experimental Psychology: General*, 148(9):1557–1574.
** Israel Organizational Behavior Conference Best Paper Award Finalist*
28. ten Brinke, L., **Lee Cunningham, J.**, & Carney, D. A. (2019). Physiological reactions when

observing lies and truths. *Journal of Personality and Social Psychology*, 117(3):560–578.

29. Lu, J.^{*}, **Lee Cunningham, J.**, Galinsky, A., & Gino, F. (2018). Polluted morality. *Psychological Science*, 29(3):340–355.
** Reply to Commentary: Lu, J.^{*}, Lee Cunningham, J., Galinsky, A., & Gino, F. (2020). Air pollution, state anxiety, and unethical behavior: A meta-analytic review. Psychological Science, 31(6):748-755.*
30. **Lee Cunningham, J.** & Gino, F. (2018). In search of moral equilibrium: Person, situation, and their interplay in behavioral ethics. In K. Gray & J. Graham (Eds.), *The Atlas of Moral Psychology* (pp. 475–486). New York: Guilford Press.
31. Gino, F., Staats, B., Jachimowicz, J.^{*}, **Lee Cunningham, J.**, & Menges, J. (2017). Reclaim your commute: Getting to and from work doesn't have to be soul-crushing. *Harvard Business Review*, May–June Issue.
** Reprint: HBR Guide to Work-Life Balance*
32. Dutton, J. & **Lee Cunningham, J.** (2017). The benefits of saying nice things about your colleagues. *Harvard Business Review*, Online (August 1).
33. Wolf, E. B., **Lee Cunningham, J.**, Sah, S., & Brooks, A. W. (2016). Managing perceptions of distress at work. *Organizational Behavior and Human Decision Processes*, 137:1–12.
** Lead article at Organizational Behavior and Human Decision Processes*
34. **Lee Cunningham, J.** & Gino, F. (2016). Envy and interpersonal corruption: Social comparison processes and unethical behavior in organizations. In R. H. Smith, U. Merlone, & M. K. Duffy (Eds.), *Envy at Work and in Organizations* (pp. 347–372). New York: Oxford University Press.
35. ten Brinke, L., **Lee Cunningham, J.**, & Carney, D. (2015). The physiology of (dis)honesty. *Current Opinion in Psychology*, 6:177–182.
36. **Lee Cunningham, J.**, Gino, F., Jin, E. S., Rice, L., & Josephs, B. (2015). Hormones and ethics. *Journal of Experimental Psychology: General*, 144(5):891–897.
37. **Lee Cunningham, J.** & Gino, F. (2015). Poker-faced morality. *Organizational Behavior and Human Decision Processes*, 126:49–64.
38. Sherman, G. D., **Lee Cunningham, J.**, Cuddy, A. J. C., Renshon, J., Oveis, C., Gross, J., & Lerner, J. S. (2012). Leadership is associated with lower levels of stress, *Proceedings in the National Academy of Science*, 109(44):17903-17907.
** Commentary by Sapolsky, R. M. (2012). Importance of a sense of control and the physiological benefits of leadership. Proceedings of the National Academy of Sciences, 109(44):17730-17731.*

Additional Interdisciplinary Research

39. Gilley, K., Baroudi, L., Yu, M., Bradley, C.^{*}, Gainsburg, I.^{*}, ..., **Lee Cunningham, J.**, Cain, S.M., Tewari, M., & Choi, S.W. (2022). Risk factors for COVID-19 in college students identified by physical, mental, and social health reported during the Fall 2020 semester: An observational study using Roadmap app and Fitbit wearable sensors. *JMIR Mental Health*, 9(2):e34645.
40. Cislo, C., Clingan, C., Gilley, K., Rozwadowski, M., Gainsburg, I.^{*}, Bradley, C.^{*}, ..., **Lee Cunningham, J.**, Tewari, M., & Choi, S. W. (2021). Monitoring beliefs and physiological measures using wearable sensors and smartphone technology among students at risk of

COVID-19: Protocol for a mHealth study. *JMIR Research Protocols*, 10(6):e29561.

41. Bhanot, S., Chang, D.*, **Lee Cunningham, J.**, & Ranson, M. (2020). Emotions and decisions in the real world: What can we learn from quasi-field experiments? *PLoS ONE*, 15(12):e0243044.
42. Renshon, J., **Lee Cunningham, J.**, & Tingley, D. (2017). Emotions and the micro-foundations of commitment problems in international politics. *International Organization*, 71(S1):S189-S218.
43. Renshon, J., **Lee Cunningham, J.**, & Tingley, D. (2015). Physiological arousal and political beliefs, *Political Psychology*, 36(5):569-585.
44. **Lee Cunningham, J.**, Gino, F., & Staats, B. (2014). Rainmakers: Why bad weather means good productivity, *Journal of Applied Psychology*, 99(3):504-513.
45. **Lee Cunningham, J.**, Sohn, Y., & Fowler, J. (2013). Emotion regulation influences political ideology: Does reappraisal decrease support for conservative policies?, *PLoS ONE*, 8(12):e83143.
46. **Lee Cunningham, J.** (2009). To fuel or not to fuel: China's energy assistance to North Korea, *Asian Security*, 5(1):45-72.
47. **Lee Cunningham, J.** (2006). Policymaking process and intelligence analysis: The U.S.-South Korea relationship with respect to North Korea, *The Korea Policy Review, Harvard Kennedy School*, Vol. 2, pp. 49-65.

Working Papers & Work in Progress

1. Trinh, E.*, & **Lee Cunningham, J.** Humanizing the customer-employee relationship: How conversations can reduce mistreatment and burnout (R&R at OBHDP).
2. Caballero, N.*, **Lee Cunningham, J.**, Tsay, C-J, Li, P., Karl, El., & Ashton-Miller, J. Synchronizing souls: Exploring how humans connect during collective and solitary music experiences (R&R at Scientific Reports).
3. Hoyt, H.*, Segura, A.*, Nye, J., Meikle, N.*, & **Lee Cunningham, J.** "I see you as a person first": Enacting person-centered rituals to transform anxiety at work (Under Review at Human Relations).
** Included as a MOC division "Best Paper" in the Academy of Management Proceedings*
4. Gainsburg, I.*, Bae, K.*, **Lee Cunningham, J.**, & Choi, S. Believing compassion is finite: A mindset-based investigation of burnout's consequences in healthcare (Under Review at Personnel Psychology).
5. Bae, K.*, **Lee Cunningham, J.**, & Wang, X. When they go low, I go high: How committing respect breaks the incivility spiral (Under Review at OBHDP).
6. Haan, K.*, Zhang, C., **Lee Cunningham, J.**, & Trinh, E*. The hidden cost of work as a business transaction.
7. Gainsburg, I.*, Polineni, S., Sondag, L., Ong, M., & **Lee Cunningham, J.** The optimism divide: Power dynamics and perception gaps in social issue advocacy.
8. Roy, S.*, **Lee Cunningham, J.**, Geiger, N., Gillis, A.*, Raimi, K., & Sarge, M. Lay theories of climate-change migrants.

9. Pozzo, I., **Lee Cunningham, J.**, Cillo, P., & Rubera, G. Gender differences in the creative process: Evidence from the high-end fashion industry.
10. Kim, E., **Lee Cunningham, J.**, & Aribarg, A. Beyond beauty: Facial exoticness as a distinct driver of social media engagement and cultural respect.

Teaching Cases

1. **Lee Cunningham, J.** (2024). *Ferrari's luxury lifestyle gambit: Balancing exclusivity and accessibility*, Ross School of Business Case & Teaching Note, Case 9-345-743, Ann Arbor, MI: WDI Publishing.
2. **Lee Cunningham, J.** (2020). *A tale of a fashion e-tailor: Scaling dilemmas in entrepreneurship*, Ross School of Business Case & Teaching Note, Case 9-416-726, Ann Arbor, MI: WDI Publishing.
3. Brooks, A., Gino, F., **Lee Cunningham, J.**, & Staats, B. (2016). *Advika Consulting Services: Challenges and Opportunities in Managing Human Capital*, Harvard Business School Case, N9-916-033. Boston, MA: Harvard Business School Publishing.

HONORS & FELLOWSHIPS

2025	The Robert B. Cialdini Prize , Society for Personality and Social Psychology Evidence-based Leadership Development Program Award , Academy of Management, MED Division
2024	Publication Award for Innovation in Behavioral Policy , Behavioral Science & Policy Association
2022	Diversity, Equity, & Inclusion Faculty Research Award , Michigan Ross
2020	Top 50 Undergraduate Business Professors , Poets and Quants Finalist , Israel Organizational Behavior Conference Best Paper Award Junior Faculty Research Award , NBD Bancorp Assistant Professorship, Michigan Ross
2018	Fellow , National Geographic Society
2016	Best Symposium Award , OB Division, Academy of Management
2013	Finalist , Excellence in Ethics Proposal Competition, University of Notre Dame
2010-2015	Graduate Fellow , Institute for Quantitative Social Science, Harvard University

RESEARCH GRANTS

2026	ADVANCE SUCCEED Faculty Grant Award, U-M (\$9,796)
2022	Provost Early Tenure Track Faculty Research Support Initiative, U-M (\$1,500)
2021-2023	BioSciences Initiatives, Ideas Lab, U-M (on Human Connectivity), PI (\$554,619)
2021-2023	BioSciences Initiatives, Ideas Lab, U-M (on Human Resilience), co-PI (\$666,900)
2021-2023	Graham Sustainability Institute, Carbon Neutrality Acceleration Program, U-M (on Climate Migration), co-PI (\$136,427)
2018-2021	National Geographic Society, PI (\$127,666)
2016-2017	The Russell Sage Foundation Behavioral Economics Roundtable, co-PI (\$5,000)

2015-2016	The Mind, Brain, Behavior Interfaculty Initiative Research Grant, Harvard University (\$15,000)
2015-2016	Foundations of Human Behavior Research Grant, Harvard University (\$19,285)
2014-2015	Edmond J. Safra Center for Ethics, Harvard University (\$15,000)
2013-2014	Institute for Quantitative Social Science, Harvard University (\$4,500)
2013-2014	Sackler Scholars Programme in Psychobiology, Sackler Foundation (\$15,000)
2013-2014	The Mind, Brain, Behavior Interfaculty Initiative, Harvard University (\$10,000)
2012	Center for American Political Studies, Harvard University (\$1,000)
2012	The Program on Negotiation, Harvard Law School (\$1,000)
2011-2012	The Mind, Brain, Behavior Interfaculty Initiative, Harvard University (\$8,300)
2011-2012	Tobin Project, MacArthur/Ford Foundation (\$2,000)
2010-2011	The Mind, Brain, Behavior Interfaculty Initiative, Harvard University (\$7,000)
2008	Asia Center & Korea Institute, Harvard University (\$7,000)

RESEARCH PRESENTATIONS

Invited Seminars

2027	University of Oxford (UK)
2026	London Business School (UK); Seoul National University (South Korea)
2025	Western University (Canada); Boston College
2024	Bocconi University (Italy)
2022	University of Maryland; Penn State University; UCLA
2020	University of Utah
2019	Carnegie Mellon University; Wayne State University; University of Michigan (ICOS; CPO)
2018	University of Michigan (SBEE); Michigan State University
2016	INSEAD (France); Georgetown University; University of North Carolina at Chapel Hill; London School of Economics (UK); University of Michigan; Massachusetts Institute of Technology; Cornell University; University of Texas at Austin
2015	Northwestern University; Harvard University (Safra Center for Ethics)
2014	Harvard University (Women and Public Policy Program)

Chaired Symposia & Research Workshops

2023	Moralization at work
2022	Virtual workshop on the human cost of climate change (Graham Sustainability Institute) Barriers to addressing social issues in organizations and how to overcome them

- 2020 Rethinking employment relations in the new world of work: A psychological contract perspective
Motivation is social: interpersonal and relational perspectives on work motivation
- 2016 The power of reflection at work
The dynamics of leader identity and leadership behavior in organizations
Behavioral ethics at work: a move towards developing interventions that mitigate unethicity (Showcase Symposium)

Conference Presentations

I regularly attend and present my work at the following conferences: *Academy of Management Annual Meeting, Interdisciplinary Network for Group Research Conference, International Association for Conflict Management, Positive Organizational Scholarship Research Conference, Society for Personality and Social Psychology.*

I have also attended and presented at *Business Ethics Summit at the Vatican, May Meaning Meeting, Wharton OB Conference, Interdisciplinary Perspectives on Leadership Symposium, New Directions in Leadership Research Conference, Israel OB Conference, Society for Industrial and Organizational Psychology, Society for Judgment and Decision Making, and Behavioral Decision Research in Management.*

PROFESSIONAL SERVICE

Editorial Service

- 2026-2029 **Deputy Editor**, *Behavioral Science & Policy*
- 2024-2027 **Associate Editor**, *Organizational Behavior and Human Decision Processes*
- 2024-2026 **Deputy Editor for Special Issues**, *Behavioral Science & Policy*
- 2019-2022 **Special Issue Editor**, *New Advances in Self-Narratives In, Across, and Beyond Organizations, Organizational Behavior and Human Decision Processes*
- 2019-2022 **Special Issue Editor**, *Harnessing Behavioral Science to Understand and Address Human Impact on the Environment, Behavioral Science and Policy*
- 2015-current **Editorial Board Member**, *Organizational Behavior and Human Decision Processes*
- 2015-current **Ad Hoc Reviewer**, I regularly review papers for journals in both Psychology and Management, including: *Academy of Management Journal, Organization Science, Management Science, Journal of Applied Psychology (JAP), Journal of Personality and Social Psychology (JPSP), and Psychological Science.*

External Board/Advisory Positions

- 2025-2026 Chair of Leadership Succession Committee, Behavioral Science & Policy Association
- 2024- Advisor, Global Fashion Agenda
- 2023- Advisory Council Member, Mass Audubon
- 2023- Scientific Advisory Board, Flourish Science
- 2022- Governing Board Member, Behavioral Science & Policy Association

2016- Sustainability, Transparency, Accountability Research Lab, Harvard University

University Service

2025-2026 Member, Communicating Science to the World Faculty Committee, Ross School of Business

2024- Faculty Associate, Research Center for Group Dynamics, Institute for Social Research

2023-2024 Reviewer, Dow Sustainability Fellowship, Graham Sustainability Institute

2022-2023 Faculty Grievance Board, Ross School of Business

2021-2023 Faculty Co-Director, Center for Positive Organizations

2020-2021 Member, Ross Faculty DEI Committee

2020- Faculty Affiliate, Erb Institute for Global Sustainable Enterprise

2019- Faculty Champion/Judge, Sanger Leadership Center

2019-2021 Member, Ross Community Values Committee

2019-2020 Faculty Marshal, University Commencement

2017-2022 Host, Positive Link Speaker Series, Center for Positive Organizations

2017- Core Faculty, Center for Positive Organizations

2017 Speaker, Beyond the Lecture Series, Ross BBA Council

2016-2017 Co-organizer, Positive Organizational Scholarship Research Conference

2015-2017 Co-organizer, The Adderley Positive Research Incubator

2015-2017 Member, Center for Positive Organizations Research Committee

Management & Organizations Area Service

2024-2025 Member (ex-officio), Doctoral Program Review Committee

2022-2023 Chair, Doctoral Admissions Committee

2021-2023 Member, Doctoral Program Review Committee

2021-2023 Coordinator, Doctoral Program

2020-2021 Chair, Doctoral Admissions Committee

2019-2020 Reader, Doctoral Prelim Evaluation Committee

2018-2019 Area Coordinator, BBA Core Course

2017-2021 Coordinator, Research Subject Pool Committee

2017-2018 Co-chair, Post-doctoral Fellow Recruitment Committee

2016-2018 Co-organizer, Department Seminar Series

2015-2016 Member, Doctoral Admissions Committee

MENTORSHIP

Doctoral/Post-doctoral Advising

** denotes that I serve as a primary advisor and/or recommendation letter writer*

expected 2030	Sridhar Polineni, University of Michigan
expected 2029	Jordan Nye Fekete*, University of Michigan
expected 2026	Elizabeth Trinh*, University of Michigan
2026	Sukanya Roy, Assistant Professor, London School of Economics
2026	Christina Bradley, Assistant Professor, Boston College
2021-2024	Nuria Tolsa Caballero (post-doc)*, Assistant Professor, EDHEC Business School
2024	Alaina Segura*, Postdoctoral Fellow, Harvard Kennedy School
2024	Hilary Hendricks, Postdoctoral Fellow, University of Oxford
2024	Eunbit Hwang*, Lecturer, University of Michigan
2019-2023	Izzy Gainsburg (post-doc)*, Associate Director, Stanford University
2023	Ki-Won Haan*, Assistant Teaching Professor, Carnegie Mellon University
2023	Katherine Bae*, Assistant Professor, University of Illinois Chicago
2022	Mijeong Kwon*, Assistant Professor, Rice University
2021	Laura Sunday*, Assistant Professor, UNC Chapel Hill
2021	Bradford Bitterly, Assistant Professor, HKUST
2021	Rebecca Chae, Assistant Professor, Santa Clara University
2018-2019	Cheng Huang, Assistant Professor, Tsinghua University

Dissertation Committee

2026	Elizabeth Trinh (Management & Organizations)
2024	Susie Choe (Strategy); Assistant Professor, University of Minnesota
2024	Eun Bit Hwang (Management & Organizations); Lecturer, University of Michigan
2021	Young-Eun Lee (Developmental Psychology); Assistant Professor, Yonsei University
2020	Todd Chan (Social Psychology); Quantitative Researcher, YouTube

Predoctoral/Research Assistants

2022-2023	Kayla Zhang, London Business School PhD
2019-2020	Jordan Nye Fekete, University of Michigan PhD
2018-2019	Eduardo Batista, Harvard Business School PhD
2016-2017	Serenity Lee, Wharton Management PhD

Senior/Master's Thesis Advisor

2022-2023	Mitchell Davidson (1st place in the Undergraduate Research Award)
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2017-2018 Ipek Demirdag
2018-2019 Eduardo Batista

Professional Development & Training for Early Career Researchers

2023- Tenure Project (Mentor/Sponsor)
Asian Americans in Business Academia (Mentor)
2022 Conferencing Tips for First-time Attendees (Organizer)
2018-2022 Field Experimentation (Instructor)
2021 Being Successful in the Post-Doc and Beyond (Panel), Academy of Management
2020 Doctoral Consortium (Panel), Israel Organizational Behavior Conference
Responsible Conduct of Research & Scholarship Training (Instructor)
2019 The Productivity Process: Research Tips and Strategies (Panel), Academy of Management
Responsible Conduct of Research & Scholarship Training (Panel)

TEACHING EXPERIENCE

Degree Programs

2024-present The Anatomy of Research: Process & Practice (Doctoral Seminar)
2024-present Management & Organization Bootcamp (Full-Time MSCM)
2016-present Bargaining and Influencing Skills (Full-Time MBA & Weekend MBA)
2019-2022 Developing Global Competency (Undergraduate)
2016-2022 Independent Study Project Advisor (Undergraduate)
2017-2018 Behavioral Theory in Management (Undergraduate, core)

Executive Education

2022- **University of Michigan:** Custom (Wabash; Convatec; Stellantis); Open Enrollment (Strategic Leadership Program; Positive Leadership; Leading Future-Ready Teams)
2013-2019 **Harvard Kennedy School:** Custom (Executive Leaders in Philanthropy, Leaders in Finance Program, Business Leadership and Innovation Program, China's Leaders in Development, China Philanthropy Program, Asia Energy Leaders Program); Open Enrollment (Senior Executive Fellows Program)

Speaking Engagement & Corporate Training

I have delivered talks and trained/advised various organizations: *AbbVie; Ethics & Compliance Initiative; RARE.org; National Geographic Society; Women in Surgery Leadership Development; US Airforce Officer Training School; Commonwealth Bank of Australia; Google People Analytics.*

ADDITIONAL PROFESSIONAL EXPERIENCE

Prior to academia, I held positions at the Center for Strategic and International Studies (CSIS), International Crisis Group, and the National Assembly of the Republic of Korea. I am certified in the Facial Action Coding System (FACS), which I have used in research. During my 2023–2024 sabbatical at Bocconi University, I completed graduate coursework in luxury brand management & fashion management at Domus Academy, informing my case development on luxury strategy.