

JULIA LEE CUNNINGHAM

Stephen M. Ross School of Business
Management & Organizations
University of Michigan

701 Tappen Avenue
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Ann Arbor, MI 48104

PROFESSIONAL APPOINTMENT

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

EDUCATION

<i>2015</i>	HARVARD UNIVERSITY (Cambridge, MA) Ph.D. in Public Policy
<i>2010</i>	HARVARD UNIVERSITY (Cambridge, MA) Master in Public Policy: Business and Government
<i>2008</i>	HARVARD UNIVERSITY (Cambridge, MA) Master of Arts in Regional Studies: Political Economy in East Asia
<i>2006</i>	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

Publications in Management & Leadership

1. 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.
2. 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.
3. 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.

4. **Lee Cunningham, J.**, Sonday, 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.
5. **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.
6. 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.

7. Martin, S., **Lee, J. J.**, & Parmar, B. (2021). Social distance, online deception and getting "hooked": A phishing expedition. *Organizational Behavior and Human Decision Processes*, 166:39-48.
8. Shea, C., **Lee, J. J.**, Menon, T., & Im, D. (2019). Cheater's hide and seek: Strategic cognitive network activation during ethical decision making. *Social Networks*, 58:143-155.
9. **Lee, J. 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.
10. Wolf, E. B.*, **Lee, J. J.**, Sah, S. & Brooks, A. W. (2016). Managing perceptions of distress at work: Reframing distress as passion. *Organizational Behavior and Human Decision Processes*, 137:1-12.

* Lead article

11. **Lee, J. J.** & Gino, F. (2015). Poker-faced morality: Concealing emotions leads to utilitarian decision-making. *Organizational Behavior and Human Decision Processes*, 126:49-64.
12. **Lee, J. J.**, Gino, F., & Staats, B. (2014). Rainmakers: Why bad weather means good productivity, *Journal of Applied Psychology*, 99(3):504-513.

13. Sherman, G. D., **Lee, J. 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.

Publications in Psychology, Political Science, & Public Policy

14. 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.
15. 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.
16. 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.
17. 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.
18. 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.
19. 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.
20. 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.
21. 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.
22. Kim, E., **Lee Cunningham, J.**, & Aribarg, A. (2022). The moral significance of aesthetics in nature imagery. *Psychological Science*, 33(9):1372-1385.
23. 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.
24. 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.

25. 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.
26. Lu, J.*, **Lee, J. J.**, Galinsky, A., & Gino, F. (2018). Polluted morality: Air pollution predicts criminal activity and unethical behavior. *Psychological Science*, 29(3):340-355.
 * Reply to Commentary: Lu, J.*, **Lee, J. J.**, Galinsky, A., & Gino, F. (2020). Air pollution, state anxiety, and unethical behavior: A meta-analytic review. *Psychological Science*, 31(6):748-755.
27. **Lee, J. J.**, Hardin, A.*, Parmar, B., & Gino, F. (2019). The interpersonal costs of dishonesty: How unethical behavior reduces individuals' ability to detect and empathize with others' emotions. *Journal of Experimental Psychology: General*, 148(9):1557-1574.
28. ten Brinke, L., **Lee, J. J.**, & Carney, D. A. (2019). Physiological reactions when observing lies and truths: Evidence and an intervention to enhance accuracy. *Journal of Personality and Social Psychology*, 117(3):560-578.
29. Renshon, J., **Lee, J. J.**, & Tingley, D. (2017). Emotions and the micro-foundations of commitment problems in international politics. *International Organization*, 71(S1):S189-S218.
30. **Lee, J. J.**, Gino, F., Jin, E. S., Rice, L., & Josephs, B. (2015). Hormones and ethics: Understanding the biological basis of unethical behavior. *Journal of Experimental Psychology: General*, 144(5):891-897.
31. Renshon, J., **Lee, J. J.**, & Tingley, D. (2015). Physiological arousal and political beliefs, *Political Psychology*, 36(5):569-585.
32. **Lee, J. J.**, Sohn, Y., & Fowler, J. (2013). Emotion regulation influences political ideology: Does reappraisal decrease support for conservative policies?, *PLoS ONE*, 8(12):e83143.
33. **Lee, J. J.** (2009). To fuel or not to fuel: China's energy assistance to North Korea, *Asian Security*, 5(1):45-72.
34. **Lee, J. 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.

Invited Chapters/Editorial

35. Skurka, C., & **Lee Cunningham, J.** (2023). Seeing the funny side: Humor in pro-environmental communication. *Current Opinions in Psychology*, 53:101668.
36. **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.
37. Gainsburg, I.*, **Lee Cunningham, J.**, Larrick, R., & Klotz, L. (2021). Harnessing behavioral science to understand and address human impact on the environment: Editors' note. *Behavioral Science & Policy*, 7(2):2-3.
38. **Lee, J. 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: Mapping Good and Evil in the Mind*, New York: Guilford Press, pp. 475-484.

39. **Lee, J. J.** & Gino, F. (2016). Envy and interpersonal corruption: Social comparison processes and unethical behavior in organizations. In U. Merlone, M. Duffy, M. Perini & R. Smith (Eds.), *Envy at Work and in Organizations: Research, Theory, and Applications*, Oxford University Press, pp. 347-372.
40. ten Brinke, L., **Lee, J. J.**, & Carney, D. (2015). The physiology of (dis)honesty: Does it impact health? *Current Opinions in Psychology*, 6:177-182.

Business Cases Developed for Teaching

41. **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.
42. **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.
43. Brooks, A., Gino, F., **Lee, J. 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.

Business Articles

44. **Lee Cunningham, J.**, Ashford, S., & Sonday, L. (2024). When qualified women resist the leader label. *MIT Sloan Management Review*, Vol. 66, No. 2.
45. Kwon, M., **Lee Cunningham, J.**, & Jachimowicz, J. (2023). Why your love for work can alienate your colleagues. *Harvard Business Review*, Online (June 14).
46. **Lee Cunningham, J.**, Sonday, L., & Ashford, S. (2022). Are you afraid to identify as a leader? *Harvard Business Review*, Online (September 5).
47. Gino, F., Staats, B., Jachimowicz, J.*, **Lee, J. 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
48. Dutton, J. & **Lee, J. J.** (2017). The benefits of saying nice things about your colleagues. *Harvard Business Review*, Online (August 1).

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. Geiger, N., Raimi, K. T., Roy*, S., **Lee Cunningham, J.** Public opinion and communication on climate-driven migration (under review).
3. Gainsburg, I.*, Sonday, L., Ong, M., & **Lee Cunningham, J.** The optimism divide: Power dynamics and perception gaps in social issue advocacy (under review).
4. Kim, E., **Lee Cunningham, J.**, & Aribarg, A. Beyond beauty: Facial exoticness as a distinct driver of social media engagement and cultural respect (under review).

5. Gainsburg, I.*, Bae, K.*, **Lee Cunningham, J.**, & Choi, S. Compassion and self-compassion trade-off.
6. Zhang Bencharit, L., Creason, C., **Lee Cunningham, J.**, Gasparian, I., Dhariwal, D., & Markus, H. Is there an “I” in team?: Racial and gender differences in interdependent teamwork.
7. Haan, K.*, Zhang, C., **Lee Cunningham, J.**, & Trinh, E*. The hidden cost of work as a business transaction.
8. Segura, A.*, Hendricks, H.*, Meikle, N., Nye Fekete, J.*, & **Lee Cunningham, J.** “I see you as a person first”: Developing a theory of person-centered rituals as a palliative for alienation at work.
9. Bae, K.*, **Lee Cunningham, J.**, & Wang, X. Countering the relationship between disrespect at work and burnout.
10. Pozzo, I., **Lee Cunningham, J.**, Cillo, P., & Rubera, G. Gender differences in the creative process: Evidence from the high-end fashion industry.
11. Roy, S.*, **Lee Cunningham, J.**, Geiger, N., Gillis, A.*, Raimi, K., & Sarge, M. Lay theories of climate-change migrants.

HONORS & FELLOWSHIPS

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

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

Bocconi University, Boston College, University of Maryland, UCLA, Penn State University, University of Texas at Austin, University of Utah, Carnegie Mellon University, Wayne State University, University of Michigan (Management & Organizations; Interdisciplinary Committee on Organizational Studies, Social, Behavioral and Experimental Economics); Michigan State University, INSEAD, Georgetown University, University of North Carolina at Chapel Hill, London School of Economics, Massachusetts Institute of Technology, Cornell University (ILR), Harvard University (Safra Center for Ethics; Women in Public Policy Program).

Chaired Symposia & Research Workshop

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 Unethicality (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, 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.*

TEACHING EXPERIENCE

I teach the following topics: *Negotiation & Conflict Resolution, Cross-Cultural Management, Managing Creativity in Organizations, Employer Branding, and Luxury Brand Management*

Degree Programs: BBA/MBA/PhD

2024-present	The Anatomy of Research: Process & Practice Doctoral Seminar, Michigan Ross (MO899)
2024-present	Management & Organization Bootcamp Full-Time MSCM, Michigan Ross (TO505)
2016-present	Bargaining and Influencing Skills Full-Time MBA & Weekend MBA, Michigan Ross (MO512, WMBA612)
2019-2023	Developing Global Competency BBA, Michigan Ross (MO319/BA319)
2018-present	Senior Thesis Advisor BBA, Michigan Ross (BA480) Eduardo Batista, 2018-2019 Mitchell Davidson, 2022-2023
2016-2022	Independent Study Project Advisor BBA, Michigan Ross (BA399)
2017-2018	Behavioral Theory in Management

BBA, Michigan Ross (MO300)

2013 **Negotiation and Conflict Resolution**
Dubrovnik International University

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 corporate and non-profit 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.*

DOCTORAL/POSTDOCTORAL ADVISING

Advising

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

<i>expected 2026</i>	Elizabeth Trinh*, University of Michigan
<i>expected 2026</i>	Sukanya Roy, University of Michigan
2021-2024	Nuria Tolsa Caballero* (post-doc), Visiting Assistant Professor, Indiana University
2024	Alaina Segura*, Post-doc, Harvard Kennedy School
2024	Hilary Hendricks, Post-doc, University of Oxford
<i>expected 2024</i>	Eunbit Hwang*, University of Michigan
2019-2023	Izzy Gainsburg* (post-doc), Associate Director, Polarization and Social Change Lab, Stanford University
2023	Ki-Won Haan*, Assistant Teaching Professor, Carnegie Mellon University at Qatar
2023	Katherine Bae*, Assistant Professor at University of Illinois Chicago
2022	Mijeong Kwon*, Assistant Professor at Rice University
2021	Laura Sondag*, Assistant Professor at UNC Chapel Hill
2021	Bradford Bitterly (post-doc), Assistant Professor at HKUST
2021	Rebecca Chae, Assistant Professor at Santa Clara University (Marketing)

Dissertation Committee

2025	Elizabeth Trinh, University of Michigan (Management & Organizations)
2024	Susie Choe, University of Michigan (Strategy); now at University of Minnesota
2024	Eun Bit Hwang, University of Michigan (Management & Organizations); now at University of Michigan
2021	Young-Eun Lee, University of Michigan (Developmental Psychology); now at MIT
2020	Todd Chan, University of Michigan (Social Psychology); now at Google

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), M&O PhD Program
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)

PROFESSIONAL SERVICE

Editorial Service

2024-2026	Associate Editor , <i>Organizational Behavior and Human Decision Processes</i>
2024-2026	Deputy Editor , <i>Behavioral Science & Policy</i>
2019-2021	Special Issue Editor , New Advances in Self-Narratives In, Across, and Beyond Organizations, <i>Organizational Behavior and Human Decision Processes</i>
2019-2021	Special Issue Editor , Harnessing Behavioral Science to Understand and Address Human Impact on the Environment, <i>Behavioral Science and Policy</i>
2015-	Editorial Board Member , <i>Organizational Behavior and Human Decision Processes</i>
2015-	Ad Hoc Reviewer , I regularly review papers for journals in both Psychology and Management, including: <i>Academy of Management Journal</i> , <i>Management Science</i> , <i>Journal of Applied Psychology</i> (JAP), <i>Journal of Personality and Social Psychology</i> (JPSP), <i>Psychological Science</i> , <i>Journal of Experimental Social Psychology</i> (JESP), <i>Personality and Social Psychology Bulletin</i> (PSPB), <i>Journal of the European Economic Association</i> (JEEA), <i>Emotion</i> , <i>Cognition</i> , <i>PLoS ONE</i>

External Board/Advisory Positions

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
2019-	Scientific Committee, Israel Organizational Behavior Conference (IOBC)
2016-	Sustainability, Transparency, Accountability Research Lab, Harvard University

University Service

2024-2026	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
2018	Panel, Michigan Business Women Luncheon
2017-	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

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
2019-2020	Member, Retreat Planning Committee
2018-2019	Area Coordinator, BBA Core Course
2018-2019	Liaison, Ross Integrated Semester Committee
2017-2020	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

ADDITIONAL PROFESSIONAL EXPERIENCE

I worked at the Center for Strategic and International Studies (CSIS), International Crisis Group, and the National Assembly of the Republic of Korea before starting my academic journey. I have also completed graduate-level coursework in luxury brand management (Ferrari) & fashion management (Bally) at Domus Academy in Milan during my sabbatical year.