

JULIA LEE CUNNINGHAM

Stephen M. Ross School of Business
Management & Organizations
University of Michigan
Website: julialeecunningham.com

701 Tappen Avenue, R5312
Ann Arbor, MI 48104
(203) 331-5494
profjlee@umich.edu

PROFESSIONAL APPOINTMENT

- 2017-present* **UNIVERSITY OF MICHIGAN** (Ann Arbor, MI)
Assistant Professor in Management & Organizations
Stephen M. Ross School of Business
- 2019-2020* **UNIVERSITY OF MICHIGAN** (Ann Arbor, MI)
NBD Bancorp Assistant Professor in Business Administration
Stephen M. Ross School of Business
- 2018-present* **NATIONAL GEOGRAPHIC SOCIETY** (Washington, DC)
Fellow, Making the Case for Nature
- 2017-2019* **HARVARD UNIVERSITY** (Cambridge, MA)
Non-resident Fellow, Ash Center for Democratic Governance and Innovation
- 2015-2017* **UNIVERSITY OF MICHIGAN** (Ann Arbor, MI)
Postdoctoral Fellow, 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
Primary Field: Judgment and Decision-making
Committee: Francesca Gino (Chair), Max Bazerman, and Richard Zeckhauser
- 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

Peer-Reviewed Publications

* denotes a PhD student/post-doc collaborator

1. **Lee Cunningham, J.**, Gino, F., Cable, D., & Staats, B. (Forthcoming). Seeing oneself as a valued contributor: Social worth affirmation improves information sharing in teams. *Academy of Management Journal*.
2. Jachimowicz, J.** , **Lee Cunningham, J. ***, Staats, B., Menges, J., & Gino, F. (Forthcoming). Between home and work: Commuting as an opportunity for role transitions. *Organization Science*.

* These authors share the first authorship.

3. Martin, S., **Lee, J. J.**, & Parmar, B. (Forthcoming). Social distance, online deception and getting "hooked": A phishing expedition. *Organizational Behavior and Human Decision Processes*.
4. 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.
5. 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.

* Reply to Commentary by Heck et al. (2020). On the limited generality of air pollution and anxiety as causal determinants of unethical behavior. *Psychological Science*.

6. **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.
7. 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.
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. 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.
11. 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.
12. 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

13. 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.
14. 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.
15. 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.
16. Renshon, J., Lee, J. J., & Tingley, D. (2015). Physiological arousal and political beliefs, *Political Psychology*, 36(5):569-585.
17. Lee, J. J., Gino, F., & Staats, B. (2014). Rainmakers: Why bad weather means good productivity, *Journal of Applied Psychology*, 99(3):504-513.
18. 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.
19. 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.

Book Chapters

20. 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.
21. 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.

Cases, Business Articles, & Teaching Materials

22. 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.
23. Dutton, J. & Lee, J. J. (2017). The benefits of saying nice things about your colleagues. *Harvard Business Review*, Online (August 1).
24. 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*

25. Brooks, A., Gino, F., **Lee, J. J.**, & Staats, B. (2016). *Advika Consulting Services: Challenges and Opportunities in Managing Human Capital*, Harvard Business School Case & Teaching Note, N9-916-033. Boston, MA: Harvard Business School Publishing.

Additional Peer-Reviewed Publications

26. **Lee, J. J.** (2009). To fuel or not to fuel: China's energy assistance to North Korea, *Asian Security*, 5(1):45-72.
27. **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.

Manuscripts Under Review/Revision

1. **Lee Cunningham, J.**, Sunday, L.* , & Ashford, S. Why not me? Psychological barriers to seeing oneself as a leader. *2nd Revise & Resubmit at Academy of Management Journal*.
2. Ganz, M.* , Ben Ezer, I.* , & **Lee Cunningham, J.*** Leadership, public narrative, and collective action: Theory and pedagogy. *Under 2nd Review at Academy of Management Learning & Education*.
* These authors share the first authorship.
3. **Lee Cunningham, J.**, Cable, D., Gino, F., & Staats, B. Social worth affirmation builds resources for stress resilience. *Revise & Resubmit at Organizational Behavior and Human Decision Processes*.
4. Ong, M.* , **Lee Cunningham, J.**, & Parmar, B. Lay theories of Homo-economicus. *Under Review at Academy of Management Learning & Education*.

Working Papers & Work in Progress

5. Gainsburg, I.* , Roy, S.* & **Lee Cunningham, J.** The "why" of valuing nature and pro-environmental behavior in a global context.
6. Do, B., Cheng, C.* , **Lee Cunningham, J.**, Green, P.* , & Gino, F. The dynamic nature of psychological contracts: The effects of receiving gratitude on employees' psychological contracts.
7. Kim, E., Aribarg, A., & **Lee Cunningham, J.** Moral significance of nature aesthetics.
8. Gainsburg, I.* & **Lee Cunningham, J.** Compassion fatigue as a self-fulfilling prophecy: Believing compassion is limited increases fatigue and decreases compassion.
9. Chae, R.* , Kim, Y., & **Lee Cunningham, J.** Tainted by association: How culture shapes the contagion of moral blame in mega-corporations.
10. Haan, K.* , Chen, Z.* & **Lee Cunningham, J.** The hidden cost of work as a business transaction: Psychological contract and emotional labor.
11. Bae, K., Hwang, E., **Lee Cunningham, J.**, & Gino, F. Daily respect and humanization at work.
12. Huang, J., Krupenki, M., Rothschild, D., **Lee Cunningham, J.**, & Gino, F. The economic and social cost of "Kung-flu".

HONORS & FELLOWSHIPS

2020	Top 50 Undergraduate Business Professors, Poets and Quants Finalist, Israel Organizational Behavior Conference Best Paper Award
2019	Grantee, U-M BioSciences Initiatives: Ideas Lab for Predicting Human Performance Junior Faculty Research Award, NBD Bancorp Assistant Professorship
2018	Fellow, National Geographic Society
2016	Best Symposium Award, Organizational Behavior Division, Academy of Management
2014-2015	Student Paper & Travel Award, Society for Personality and Social Psychology
2013-2014	Dissertation Completion Fellowship, Graduate School of Arts and Sciences, Harvard University
2013	Finalist, Excellence in Ethics Proposal Competition, Mendoza College of Business, University of Notre Dame
2010-2015	Graduate Fellow, Institute for Quantitative Social Science, Harvard University
2009-2010	Partial Tuition Grant for Master's in Public Policy, Harvard Kennedy School
2007-2009	Full Tuition Grant, Committee on Regional Studies: East Asia, GSAS, Harvard University

RESEARCH GRANTS

2021-2023	U-M BioSciences Initiatives, Ideas Lab (on Human Connectivity), PI (\$554,619)
2021-2023	U-M BioSciences Initiatives, Ideas Lab (on Human Resilience), co-PI (\$666,900)
2021-2023	Graham Sustainability Institute, Carbon Neutrality Acceleration Program (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)

PRESENTATIONS

Invited Seminars

2020	Research Roundtable on Ethics, University of Toronto: April <i>*Cancelled due to COVID-19*</i> "Micro Meets Macro" Conference, Management and Entrepreneurship Department, Arizona State University: March <i>*Cancelled due to COVID-19*</i> Management & Marketing Department Behavioral Lab, University of Utah: February
2019	Organizational Behavior and Theory Department, Carnegie Mellon University: September Organizational Psychology Department, Wayne State University: September Interdisciplinary Committee on Organization Studies, University of Michigan: April Center for Positive Organizations Incubator Series, University of Michigan: February
2018	Social, Behavioral and Experimental Economics Seminar Series, University of Michigan: November Organizational Psychology Colloquium, Michigan State University: February
2017	Relational Coordination Research Collaborative, Brandeis University: February Positive Links Speaker Series, Ross School of Business, University of Michigan: February
2016	Organizational Behavior Department, INSEAD: November Management Area, Georgetown University: November Organizational Behavior Area, UNC Chapel Hill: November

- Department of Management, London School of Economics: November
 Management & Organizations Area, University of Michigan: November
 Work and Organization Studies, MIT: October
 Organizational Behavior Department, The ILR School, Cornell University:
 October
 Department of Management, University of Texas Austin: October
 Decision Lab, Department of Psychology, University of Michigan: September
 2015 Center for Positive Organizations Incubator Series, University of Michigan:
 November
 Management & Organizations Department, University of Michigan: October
 Seminar Series on Institutional Corruption, Harvard Law School: May
 Human Ecology Lab, Kellogg School of Management, Northwestern University:
 February
 2014 Women and Public Policy Program, Harvard Kennedy School: March
 2013 The Boston Area Moral and Social Cognition Group: October
 Distinguished Speaker Series, Harvard College Behavioral Laboratory in the
 Social Sciences: September
 2012 Graduate Fellows Speaker Series, The Tobin Project: March
 Experiments on Ethical Dilemmas, King's College London: May

Organized Symposia

- 2020 Rethinking Employment Relations in the New World of Work: A Psychological
 Contract Perspective
*Academy of Management Annual Conference: Organizational Behavior, Managerial &
 Organizational Cognition, and Human Resources Divisions, Vancouver, BC, Canada*
 Motivation is Social: Interpersonal and Relational Perspectives on Work
 Motivation
*Academy of Management Annual Conference: Organizational Behavior, Managerial &
 Organizational Cognition, and Human Resources Divisions, Vancouver, BC, Canada*
 2016 The Power of Reflection at Work
*Academy of Management Annual Conference: Organizational Behavior, Managerial &
 Organizational Cognition, and Human Resources Divisions, Anaheim, CA*
 The Dynamics of Leader Identity and Leadership Behavior in Organizations

Academy of Management Annual Conference: Organizational Behavior, Managerial & Organizational Cognition, and Human Resources Divisions, Anaheim, CA

Behavioral Ethics at Work: A Move Towards Developing Interventions that Mitigate Unethicality - Showcase Symposium

Academy of Management Annual Conference: Organizational Behavior, Managerial & Organizational Cognition, and Conflict Management Divisions, Anaheim, CA

Conference Activity

- 2021 Seeing Oneself as a Valued Contributor. *Society for Personality and Social Psychology (SPSP), Virtual Pre-conference on Bringing Intragroup Processes back to Social Psychology*
- 2020 The Unintended Interpersonal Costs of Dishonesty: How Unethical Behavior Reduces Individuals' Ability to Detect and Empathize with Others' Emotions. *Israel Organizational Behavior Conference, Tel Aviv, Israel*
- 2019 Cheater's Hide and Seek: Strategic Cognitive Network Activation During Ethical Decision Making. *Academy of Management Annual Conference, Boston, MA*
- Does Economics Education Makes Us See Honesty as Costly? *Academy of Management Annual Conference, Boston, MA*
- Humor and Social Movement: The Case of PlanetorPlastic Campaign. *Moral Psychology and Behavioural Ethics Conference, London Business School, London, UK*
- 2018 Lay Theories of Effortful Honesty: Does the Honesty-Effort Association Justify Making a Dishonest Decision? *Wharton Organizational Behavior Conference, Philadelphia, PA*
- Lay Theories of Effortful Honesty: Does the Honesty-Effort Association Justify Making a Dishonest Decision? *Academy of Management Annual Conference, Chicago, IL*
- Lay Theories of Effortful Honesty: Does the Honesty-Effort Association Justify Making a Dishonest Decision? *Asian Management Research Consortium, Seoul National University, Seoul, South Korea*
- Activating Newcomers' Strengths and Transactional Psychological Contracts. *Society for Industrial and Organizational Psychology, Chicago, IL*
- 2017 Activating Newcomers' Strengths and Transactional Psychological Contracts. *Academy of Management Annual Conference, Atlanta, GA*
- The Unintended Interpersonal Costs of Dishonesty: How Unethical Behavior Reduces Individuals' Ability to Detect and Empathize with Others' Emotions. *International Association for Conflict Management, Berlin, Germany*

- The Unintended Interpersonal Costs of Dishonesty: How Unethical Behavior Reduces Individuals' Ability to Detect and Empathize with Others' Emotions. *Positive Organizational Scholarship Research Conference, Ann Arbor, MI*
- Why Not Lead? Risk Perceptions and Feeling Discomfort in Adopting a Leader Identity. *Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece*
- 2016 The Power of Ethics Mindset: How Aligning Ethics with Performance Influence Behavior. *Academy of Management Annual Conference, Anaheim, CA*
- So You Think You Can Lead: The Power of Seeing Oneself as a Leader. *Academy of Management Annual Conference, Anaheim, CA*
- The Unintended Interpersonal Costs of Dishonesty: How Unethical Behavior Reduces Individuals' Ability to Detect and Empathize with Others' Emotions. *Academy of Management Annual Conference, Anaheim, CA*
- Preparing the Self for Team Entry: How Relationally Affirming One's Self Views Influences Team Performance. *Academy of Management Annual Conference, Anaheim, CA*
- Preparing the Self for Team Entry: How Relationally Affirming One's Self Views Influences Team Performance. *INGRoup, Helsinki, Finland*
- The Power of Ethics Mindset: How Aligning Ethics with Performance Influence Behavior. *International Association for Conflict Management, New York City, NY*
- Preparing the Self for Team Entry: How Relationally Affirming One's Self Views Influences Team Performance. *Collective Intelligence Conference, New York University, NY*
- 2015 Thick as Thieves? Dishonest Behavior and Egocentric Social Network. *Academy of Management Annual Meeting, Vancouver, Canada*
- The Power of Social Affirmation: Effects of Positive Interpersonal Jolts on Health and Performance. *Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL*
- Poker-faced Morality: Concealing Emotions Leads to Utilitarian Decision Making. *Association for Psychological Science, New York City, NY*
- It Takes a Thief to Catch a Thief: Cheater's Advantage in Lie Detection. *Society for Personality and Social Psychology (SPSP), Long Beach, CA*
- Thick as Thieves? Dishonest Behavior and Egocentric Social Network. *Society for Personality and Social Psychology (SPSP), Long Beach, CA*
- 2014 Endure and Innovate: Effect of Reflected Best Self Exercise on Resilience and Creativity. *Academy of Management Annual Meeting, Philadelphia, PA*

Hormones and Ethics: The Joint Influence of Testosterone and Cortisol on Cheating. *Academy of Management Annual Meeting, Philadelphia, PA*

It Takes a Thief to Catch a Thief: Cheater's Advantage in Lie Detection. *Behavioral Decision Research in Management, London, UK*

2013 An Elephant Never Reappraises: Emotion Regulation as the Foundation of Political Attitudes. *Academy of Management Annual Meeting, Orlando, FL*

Keep Calm and Carry On: Interpersonal Effects of Regulated Sadness Expressions. *Association for Psychological Science, Washington, DC*

An Elephant Never Reappraises: Emotion Regulation as the Foundation of Political Attitudes. *Association for Psychological Science, Washington, DC*

Poker-faced Morality: Concealing Emotions Leads to Utilitarian Decision Making. *London Business School Trans-atlantic Doctoral Conference, London, UK*

An Elephant Never Reappraises: Emotion Regulation as the Foundation of Political Attitudes, *Morality and Justice Pre-conference at the Society for Personality and Social Psychology (SPSP), New Orleans, LA*

Rainmakers: Why Bad Weather Means Good Productivity. *Society for Personality and Social Psychology (SPSP), New Orleans, LA*

2012 Concealing Emotions Leads to Utilitarian Decision Making. *Society for Judgment and Decision Making, Minneapolis, MN*

Rainmakers: Why Bad Weather Means Good Productivity. *Society for Judgment and Decision Making, Minneapolis, MN*

Concealing Emotions Leads to Utilitarian Decision Making. *Academy of Management Annual Meeting, Boston, MA*

Concealing Emotions Leads to Utilitarian Decision Making. *Behavioral Decision Research in Management, Boulder, CO*

Public, Corporate, & Non-profit Engagement

2019 Behavioral Ethics: Inside Out and Outside In, Ethics & Compliance Initiative Fellows Meeting

BE.Hive Climate Change Needs Behavior Change: An Interactive Summit, Rare & National Geographic Society

Animal Culture Workshop, Max Planck Institute & National Geographic Society

2018 Making the Case for Nature, Explorers Symposium, National Geographic Society

2017 Beyond the Lecture Series, Ross BBA Council

Women in Surgery Leadership Development Conference (Keynote Speaker),
University of Michigan

General Manager Forum on Behavioral Economics, Commonwealth Bank of
Australia Retail Banking Executives Conference

WorkHuman Webinar Series, Globoforce

2016 re:Work Conference on Changing the Nature of Work, Google People Analytics

TEACHING

Teaching Interests

Organizational Behavior
Leadership & Teaming
Negotiation & Conflict Resolution
Cross-Cultural Management

Degree Programs

Bargaining and Influencing Skills - MO512

MBA Elective, Michigan Ross (Fall 2020)

Developing Global Competency - BA319

BBA Required, Michigan Ross (Fall/Winter 2019-present)

Independent Study Project - MO900

PhD, Michigan Ross (Winter 2019)

Mini-Course on Field Experimentation - MO900

Doctoral Seminar, Michigan Ross (Fall 2018)

Independent Study Project - MO399

BBA, Michigan Ross (Fall 2018, Winter 2019)

Behavioral Theory in Management - MO300

BBA Required, Michigan Ross (Fall 2017, Fall 2018)

Bargaining and Influencing Skills - WMBA612

MBA Elective, Michigan Ross (Fall 2016)

Negotiation and Conflict Resolution

Undergraduates/Master's, Dubrovnik International University (Spring 2013)

Non-Degree Programs & Training

1. Harvard Kennedy School Executive Education

Self-Narratives and Leadership; Teamwork; Negotiation & Conflict Resolution

Executive Leaders in Philanthropy Program (February 2017, March 2018, March 2019)

China Leaders in Finance Program (March 2017)

Business Leadership and Innovation Program (September 2016)

China's Leaders in Development (September 2015)

China Philanthropy Program (May 2015, October 2016)

Asia Energy Leaders Program (May 2014)

Senior Executive Fellows Program (Fall 2013, Winter 2014, Spring 2014, Fall 2014)

2. University of Michigan

Self-Narratives and Leadership

CPO Business Consortium (May 2016)

Sanger Leadership Center (April 2016)

Managing Professional Relationships (January 2016, May 2016, May 2017)

Professional Development & Training

Responsible Conduct of Research and Scholarship Training (March, 2019)

Decision Making in Real Life Seminar (April, 2018)

Michigan Business Women Lunch and Learn (March, 2018)

3. External

Professional Development

Doctoral Consortium Roundtable, Israel Organizational Behavior Conference (January, 2020)

The Productivity Process: Research Tips and Strategies, Academy of Management Annual Meeting (August, 2019)

Leadership and Teamwork: Climbing Mt. Everest Simulation

Officer Training School, U.S. Airforce (June 2017, August 2017)

ADVISING

PhD Student/Postdoc Collaborators

* denotes that I serve as a primary advisor

Izzy Gainsburg (post-doc), University of Michigan*

Eunbit Hwang, University of Michigan
Mijeong Kwon, University of Michigan
Katherine Bae, University of Michigan
Hilary Hendricks, University of Michigan
Christina Bradley, University of Michigan
Sukanya Roy, University of Michigan
Elizabeth Trinh, University of Michigan
Ki-Won Haan, Carnegie Mellon University

Laura Sonday, now at UNC Chapel Hill (Management)
Bradford Bitterly, now at HKUST (Management)
Rebecca Chae, now at Santa Clara University (Marketing)
Ashley Hardin, now at Washington University in St Louis (Management)
Claire Huang, now at Tsinghua University (Management)
Madeline Ong, now at Texas A&M University (Management)
Chen Zhang, now at Tsinghua University (Management)
Paul Green, now at University of Texas at Austin (Management)
Jackson Lu, now at MIT (Management)
Jon Jachimowicz, now at Harvard Business School (Management)

Dissertation Committee

Todd Chan, University of Michigan (Social Psychology, 2020)
Young-Eun Lee, University of Michigan (Developmental Psychology, 2021)
Eun Bit Hwang, University of Michigan (Management & Organizations, 2022)

Master's and Undergraduate Senior Thesis Committee

Ipek Demirdag, University of Michigan (Social Psychology Master's Thesis)
Eduardo Batista, University of Michigan (Ross Undergraduate Thesis)

PROFESSIONAL SERVICE

Editorial Service

Guest Editor: New Advances in Self-Narratives In, Across, and Beyond
Organizations, *Organizational Behavior and Human Decision Processes*

Guest Editor: Harnessing Behavioral Science to Understand and Address
Human Impact on the Environment, *Behavioral Science and Policy*

Editorial Board Member, *Organizational Behavior and Human Decision Processes*

Reviewer, *Academy of Management Journal*

Reviewer, *Management Science*

Reviewer, *Journal of Applied Psychology*

Reviewer, *Journal of Business Ethics*
Reviewer, *Journal of Personality and Social Psychology*
Reviewer, *Psychological Science*
Reviewer, *Journal of Experimental Social Psychology*
Reviewer, *Personality and Social Psychology Bulletin*
Reviewer, *Journal of Experimental Psychology: Applied*
Reviewer, *Cognition*
Reviewer, *Emotion*

Reviewer, *Journal of the European Economic Association (JEEA)*
Reviewer, *PLoS ONE*

External Service

Israel Organizational Behavior Conference (IOBC) Scientific Committee

University Service

2020-2021 Member, Ross Faculty DEI Committee
2020-2021 Chair, M&O Doctoral Admissions Committee
2019-2021 Member, Ross Community Values Committee
2019-2020 Faculty Marshal, University Commencement - *Cancelled due to COVID-19*
2018-2019 Core Course Coordinator & Ross Integrated Semester Liaison
2017- Chair, M&O Area Research Subject Pool Committee
2017- Co-organizer, Positive Link Speaker Series
2017-2018 Co-chair, Post-doctoral Fellow Recruitment Committee
2016-2018 Co-organizer, Department Brownbag Seminars
2016-2017 Co-organizer, Positive Organizational Scholarship Research Conference
2015-2016 Member, PhD Student Recruitment Committee
2015-2017 Co-organizer, The Adderley Positive Research Incubator
2015-2017 Research Committee, Center for Positive Organizations

PROFESSIONAL AFFILIATIONS

2020- Faculty Affiliate, Erb Institute
2019- Core Faculty, Sanger Leadership Center
2017- Core Faculty, Center for Positive Organization
2017- Faculty Affiliate, Relational Coordination Research Collaborative
2015- Member, Interdisciplinary Network for Group Research
2012- Member, Association for Psychological Science
2011- Member, Society for Personality and Social Psychology
2010- Member, Academy of Management
2010- Member, International Association for Conflict Management
2009- Member, Society for Judgment and Decision Making