

# JULIA LEE CUNNINGHAM

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

701 Tappen Avenue  
R5312  
Ann Arbor, MI 48104

## PROFESSIONAL APPOINTMENT

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- 2021-present*      **UNIVERSITY OF MICHIGAN** (Ann Arbor, MI)  
Associate Professor in Management & Organizations (with tenure)  
Stephen M. Ross School of Business
- 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)  
Fellow
- 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

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- 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

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\* denotes a PhD student/post-doc collaborator

## Publications in Management & Leadership

1. Ganz, M.\* , **Lee Cunningham, J.\*** , Ben Ezer, I.\* , & Segura, A.\* (Forthcoming). Crafting public narrative toward collective action: A pedagogy for leadership development. *Academy of Management Learning & Education*.

\* These authors share the first authorship.

2. **Lee Cunningham, J.**, Sunday, L.\* , & Ashford, S. (Forthcoming). Do I dare? The psychodynamics of anticipated image risk, leader identity endorsement, and leader emergence. *Academy of Management Journal*.
3. **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.
4. 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.

5. 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.
6. 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.
7. **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.
8. 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

9. **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.
10. **Lee, J. J.**, Gino, F., & Staats, B. (2014). Rainmakers: Why bad weather means good productivity, *Journal of Applied Psychology*, 99(3):504-513.
11. 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

12. Kim, E., **Lee Cunningham, J.**, & Aribarg, A. (2022). The moral significance of aesthetics in nature imagery. *Psychological Science*.

13. 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.
14. 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).
15. 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.
16. 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.
17. 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*.
18. **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.
19. 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.
20. 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.
21. 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.
22. 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.
23. **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.
24. Renshon, J., **Lee, J. J.**, & Tingley, D. (2015). Physiological arousal and political beliefs, *Political Psychology*, 36(5):569-585.
25. **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.
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.

### **Chapters in Edited Books**

28. **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.
29. **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.

### **Business Cases Developed for Teaching**

30. **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.
31. 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.

### **Business Articles**

32. **Lee Cunningham, J.**, Sunday, L., & Ashford, S. (2022). Are you afraid to identify as a leader? *Harvard Business Review*, Online (September 5).
33. 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*

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

### **Press Coverage**

My research has been featured in the following media outlets: *The Atlantic, BBC, Bloomberg, The Boston Globe, Daily Mail, The Financial Times, Forbes, The Huffington Post, Inc., The New York Times, National Geographic Magazine, NPR, Psychology Today, Scientific American, The Times, Time Magazine, The Wall Street Journal, The Washington Post.*

## Manuscripts Under Review/Revision

1. Ong, M.\*, **Lee Cunningham, J.**, & Parmar, B. Lay theories of Homo-economicus. *Under 3rd Revision at Academy of Management Learning & Education.*
2. Huang, J., Krupenki, M., Rothschild, D., & **Lee Cunningham, J.** From anti-China rhetoric to anti-Asian behaviour: The social and economic cost of "Kung-Flu". *Under 2nd Revision at Nature Human Behavior.*
3. Kwon, M.\*, Jachimowicz, J., & **Lee Cunningham, J.** Discerning saints: The moralization of intrinsic motivation and selective helping at work. *2nd Revise & Resubmit at Academy of Management Journal.*
4. Haan, K.\*, Zhang, C.\* & **Lee Cunningham, J.** The hidden cost of work as a business transaction: Psychological contract and emotional labor. *Revise & Resubmit at Academy of Management Journal.*
5. **Lee Cunningham, J.**, Cormier, G., Cable, D., Gino, F., & Staats, B. Social worth affirmation builds resources for stress resilience. *Revise & Resubmit at Organizational Behavior and Human Decision Processes.*
6. Gainsburg, I.\*, Roy, S.\* & **Lee Cunningham, J.** The "why" of valuing nature and pro-environmental behavior in a global context. *Under Review at Nature Communications.*
7. Gainsburg, I.\* & **Lee Cunningham, J.** Compassion fatigue as a self-fulfilling prophecy: Believing compassion is limited increases fatigue and decreases compassion. *Under Review at Psychological Science*

## Working Papers & Work in Progress

8. Gainsburg, I.\* & **Lee Cunningham, J.** Compassion and moral expansiveness.
9. Gainsburg, I.\*, Bae, K.\*, & **Lee Cunningham, J.** Compassion and self-compassion tradeoff.
10. Gainsburg, I.\*, Sondag, L., Ong, M., & **Lee Cunningham, J.** Issue seller and buyer misconception and their implications.
11. Gainsburg, I.\*, Sondag, L., & **Lee Cunningham, J.** Psychology of cause prioritization.
12. 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.
13. Chae, R.\*, Kim, Y., & **Lee Cunningham, J.** Tainted by association: How culture shapes the contagion of moral blame in mega-corporations.
14. Bae, K.\*, Hwang, E.\*, **Lee Cunningham, J.**, & Gino, F. Daily respect and humanization at work.
15. Roy, S., **Lee Cunningham, J.**, Geiger, N., Gillis, A., Raimi, K., & Sarge, M. Lay theories of climate-change migrants.
16. Gillis, A., Geiger, N., Raimi, K., **Lee Cunningham, J.**, & Sarge, M. Awareness of climate change-induced immigration to the US has mixed influences on public support for climate change and migrants.

## HONORS & FELLOWSHIPS

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2022	<b>Diversity, Equity, &amp; Inclusion Faculty Research Award</b> , Michigan Ross
2020	<b>Top 50 Undergraduate Business Professors</b> , Poets and Quants <b>Finalist</b> , Israel Organizational Behavior Conference Best Paper Award <b>Junior Faculty Research Award</b> , NBD Bancorp Assistant Professorship, Michigan Ross
2018	<b>Fellow</b> , National Geographic Society
2016	<b>Best Symposium Award</b> , OB Division, Academy of Management
2013	<b>Finalist</b> , Excellence in Ethics Proposal Competition, University of Notre Dame
2010-2015	<b>Graduate Fellow</b> , Institute for Quantitative Social Science, Harvard University

## RESEARCH GRANTS

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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)

## RESEARCH PRESENTATIONS

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### Invited Seminars

*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 (Safrá Center for Ethics; Women in Public Policy Program).*

### Chaired Symposia & Research Workshop

- 2022                      Virtual Workshop on the Human Cost of Climate Change, Graham Sustainability Institute
- 2022                      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 present my work at the following conferences: *Academy of Management, Behavioral Decision Research in Management, Interdisciplinary Network for Group Research Conference, International Association for Conflict Management, May Meaning Meeting, Positive Organizational Scholarship Research Conference, Society for Judgment and Decision Making, Society for Personality and Social Psychology*

## TEACHING EXPERIENCE

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I teach the following topics: *Negotiation, Conflict Resolution, Leadership, Teams, Decision-Making, Influence and Persuasion; Cross-Cultural Management, and Psychology of Narrative.*

### Degree Programs: MBA/BBA

- 2016-                      **Bargaining and Influencing Skills**  
Full-Time MBA & Weekend MBA, Michigan Ross (MO512, WMBA612)

- 2019-2023      **Developing Global Competency**  
BBA, Michigan Ross (MO319/BA319)
- 2018-2019      **Senior Thesis Advisor**  
BBA, Michigan Ross (BA480)
- 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); Open Enrollment (Strategic Leadership Program; Positive Leadership)*
- 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

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#### PhD Student/Postdoc Collaborators

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

- 2021-2023      Nuria Tolsa Caballero (post-doc), University of Michigan (on the job market)\*
- 2019-2023      Izzy Gainsburg (post-doc), Harvard Kennedy School (on the job market)\*
- expected 2027      Laurel Detert, University of Michigan
- expected 2026      Elizabeth Trinh, University of Michigan
- expected 2026      Sukanya Roy, University of Michigan
- expected 2025      Christina Bradley, University of Michigan
- expected 2024      Hilary Hendricks, University of Michigan
- expected 2024      Alaina Segura, University of Michigan
- expected 2023      Ki-Won Haan, Carnegie Mellon University



*expected 2023* Katherine Bae, University of Michigan (on the job market)\*  
*expected 2023* Eunbit Hwang, University of Michigan\*  
 2022 Mijeong Kwon, now at University of Colorado-Denver\*  
 2021 Laura Sunday, now at UNC Chapel Hill\*  
 2021 Bradford Bitterly (post-doc), now at HKUST  
 2021 Rebecca Chae, now at Santa Clara University (Marketing)  
 2018 Chen Zhang, now at Tsinghua University  
 2017 Ashley Hardin, now at Washington University in St Louis  
 2018 Claire Huang (visiting student), now at Tsinghua University  
 2016 Madeline Ong, now at Texas A&M University

### Dissertation Committee

2023 Eun Bit Hwang, University of Michigan (Management & Organizations)  
 2021 Young-Eun Lee, University of Michigan (Developmental Psychology)  
 2020 Todd Chan, University of Michigan (Social Psychology)

### Professional Development & Training for Early Career Researchers

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

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### Editorial Service

2019-2021 **Special Issue Editor**, *New Advances in Self-Narratives In, Across, and Beyond Organizations, Organizational Behavior and Human Decision Processes*  
 2019-2021 **Special Issue Editor**, *Harnessing Behavioral Science to Understand and Address Human Impact on the Environment, Behavioral Science and Policy*  
 2015- **Editorial Board Member**, *Organizational Behavior and Human Decision Processes*  
 2015- **Ad Hoc Reviewer**, I regularly review papers for journals in both Psychology and Management, including: *Academy of Management Journal, Management Science, Journal of Applied Psychology, Journal of Personality and Social Psychology, Psychological Science, Journal of Experimental Social Psychology, Personality and Social Psychology Bulletin*

## **External Academic Service**

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**

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  
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**

2021-2022 Chair, Doctoral Admissions Committee  
2021- Member, Doctoral Program Review Committee  
2021- 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