

JULIA LEE CUNNINGHAM

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

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Ann Arbor, MI 48104

PROFESSIONAL APPOINTMENT

- 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

- 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 collaborator

Publications in Management & Leadership

1. Ong, M.* , **Lee Cunningham, J.**, & Parmar, B. (Forthcoming). Lay theories about Homo Economicus: How and why does economics specialization make us see honesty as effortful? *Academy of Management Learning & Education*.
2. 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.

3. **Lee Cunningham, J.**, Sondag, L.* , & Ashford, S. (Forthcoming). Do I dare? The psychodynamics of anticipated image risk, leader identity endorsement, and leader emergence. *Academy of Management Journal*.
4. **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.
5. 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.

6. 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.
7. 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.
8. **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.
9. 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

10. **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.
11. **Lee, J. J.**, Gino, F., & Staats, B. (2014). Rainmakers: Why bad weather means good productivity, *Journal of Applied Psychology*, 99(3):504-513.
12. 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

13. Huang, J., Krupenki, M., Rothschild, D., & **Lee Cunningham, J.** (Conditional Accept). The social and economic cost of "Kung-Flu". *Nature Human Behavior*.
14. Kim, E., **Lee Cunningham, J.**, & Aribarg, A. (2022). The moral significance of aesthetics in nature imagery. *Psychological Science*, 33(9):1372-1385.
15. 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.
16. 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.
17. 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.
18. 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.
19. 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*.
20. **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.
21. 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.
22. 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.
23. **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.
24. 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.
25. **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.

26. 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.
27. **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.
28. Renshon, J., **Lee, J. J.**, & Tingley, D. (2015). Physiological arousal and political beliefs, *Political Psychology*, 36(5):569-585.
29. **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.
30. **Lee, J. J.** (2009). To fuel or not to fuel: China's energy assistance to North Korea, *Asian Security*, 5(1):45-72.
31. **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.

Business Cases Developed for Teaching

32. **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.
33. 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

34. **Lee Cunningham, J.**, Sondag, L., & Ashford, S. (2022). Are you afraid to identify as a leader? *Harvard Business Review*, Online (September 5).
35. 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*

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

Selected Press Coverage of Research

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. Kwon, M.* , Jachimowicz, J., & **Lee Cunningham, J.** Discerning saints: The moralization of intrinsic motivation and selective helping at work. *Under 3rd Review at Academy of Management Journal.*
2. Gainsburg, I.* & **Lee Cunningham, J.** Compassion fatigue as a self-fulfilling prophecy: Believing compassion is limited increases fatigue and decreases compassion. *Revise & Resubmit at Psychological Science*
3. Gainsburg, I.* , Roy, S.* & **Lee Cunningham, J.** The “why” of valuing nature and pro-environmental behavior in a global context. *Revise & Resubmit at Scientific Reports.*
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.*

Working Papers & Work in Progress

6. Gainsburg, I.* & **Lee Cunningham, J.** Compassion belief and moral expansiveness.
7. Gainsburg, I.* , Bae, K.* , & **Lee Cunningham, J.** Compassion and self-compassion trade-off.
8. Gainsburg, I.* , Sunday, L., Ong, M., & **Lee Cunningham, J.** Issue seller and buyer misconception and their implications.
9. 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.
10. Chae, R.* , Kim, Y., & **Lee Cunningham, J.** Tainted by association: How culture shapes the contagion of moral blame in mega-corporations.
11. Trinh, E., **Lee Cunningham, J.**, & Davidson, M. Conversation prompts reduce customer mistreatment and burnout.
12. Bae, K.* , Hwang, E.* , **Lee Cunningham, J.**, & Gino, F. Daily respect and humanization at work.
13. Roy, S., **Lee Cunningham, J.**, Geiger, N., Gillis, A., Raimi, K., & Sarge, M. Lay theories of climate-change migrants.
14. 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.
15. Raimi, K., Sarge, M., Geiger, N., Gillis, A., & **Lee Cunningham, J.** Talking about climate migration.

HONORS & FELLOWSHIPS

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

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

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

 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 *May Meaning Meeting, Wharton OB Conference, Interdisciplinary Perspectives on Leadership Symposium, New Directions in Leadership Research Conference, Israel OB Conference, Collective Intelligence Conference, Moral Psychology and Behavioural Ethics Conference, Asian Management Research Consortium, 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, 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)
2018-2023	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: <i>Custom (Wabash); Open Enrollment (Strategic Leadership Program; Positive Leadership)</i>
2013-2019	Harvard Kennedy School: <i>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)</i>

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

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 2024 Eunbit Hwang, University of Michigan*
expected 2023 Ki-Won Haan, Carnegie Mellon University
expected 2023 Katherine Bae, will be at University of Illinois Chicago*
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

2024 Susie Choe, University of Michigan (Strategy)
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

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