

## BRIAN J. LUCAS

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### POSITIONS

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- 2017- Assistant Professor of Organizational Behavior  
Industrial & Labor Relations School, Cornell University
- 2015-17 Adjunct Assistant Professor of Behavioral Science  
Postdoctoral Research Professional, Center for Decision Research  
Booth School of Business, University of Chicago
- 2013 Lecturer of Management & Organizations  
Kellogg School of Management, Northwestern University

### EDUCATION

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- 2015 Ph.D. Northwestern University, Management & Organizations  
2010 M.A. Columbia University, Social–Organizational Psychology  
2008 B.A. Bucknell University, Psychology

### GRANTS, HONORS, AND AWARDS

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- Theme Project Grant, ILR School (PI: \$20,000). *Using experience sampling technology to increase creativity in the workplace*. Cornell University, 2017.
- Independent Research Grant, Center for Decision Research (PI: \$3,000). *Creativity in everyday life*. University of Chicago, 2017.
- Best Empirical/Theoretical Paper Award Winner, CM Division, AOM, 2016.
- Best Paper Proceedings, AOM, 2016.
- Polsky Center for Entrepreneurship & Innovation Grant (PI: \$6,800). *Understanding beliefs about creativity over time*. University of Chicago, 2015.
- Organizational Behavior Doctoral Consortium (OBDC) attendee, AOM, 2014
- Best Student Poster Award Winner, SPSP, 2014.
- Dispute Resolution Research Center Grant (Co-PI with Rachel Ruttan: \$2,000). *The social and motivational consequences of money*. Northwestern University, 2012.

### RESEARCH INTERESTS

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Beliefs, Judgments, & Decisions • Creativity • Morality and Ethics

## JOURNAL ARTICLES

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Data and materials of first authored publications available at: [osf.io/ksdgh](https://osf.io/ksdgh)

^Indicates student coauthor working under my supervision

1. Carton, A. M. & Lucas, B. J. (2018). How can leaders overcome the blurry vision bias? An antidote to the paradox of vision communication. *Academy of Management Journal*.
2. <sup>†</sup>Lucas, B. J. & Kteily, N. S. (2018). (Anti-)Egalitarianism differentially predicts empathy for members of advantaged versus disadvantaged groups. *Journal of Personality and Social Psychology*.

<sup>†</sup>Winner of Best Empirical/Theoretical Paper Award, AOM CM Division

3. Lucas, B. J., Galinsky, A. D., & Murnighan, J. K. (2016). An intentions-based account: Why perspective-taking can both decrease and increase moral condemnation. *Personality and Social Psychology Bulletin*, 42, 1480-1489.
4. Effron, D. A., Lucas, B. J., & O'Connor, K. (2015). Hypocrisy by association: When organizational membership increases condemnation for wrongdoing. *Organizational Behavior and Human Decision Processes*, 130, 147-159.
5. Lucas, B. J. & Nordgren, L. F. (2015). People underestimate the value of persistence for creative performance. *Journal of Personality and Social Psychology*, 109, 232-243.
6. Lucas, B. J. & Galinsky, A. D. (2015). Is Utilitarianism risky? How the same antecedents and mechanism produce both utilitarian and risky choices. *Perspectives on Psychological Science*, 10, 541-548.
7. Lucas, B. J. & Livingston, R. W. (2014). Feeling socially connected increases utilitarian choices in moral dilemmas. *Journal of Experimental Social Psychology*, 53, 1-4.
8. Yap, A. J., Wazlawek, A. S., Lucas, B. J., Cuddy, A. J. C., & Carney, D. R. (2013). The incidental ergonomics of life and work can lead to stealing, cheating, and traffic violations. *Psychological Science*, 24, 2281-2289.
9. Lucas, B. J., Schubert, E., & Halpern, A. R. (2010). Perception of emotion in sounded and imagined music. *Music Perception*, 27, 399-412.
10. Gais, S., Lucas, B. & Born, J. (2006). Sleep after learning aids memory recall. *Learning & Memory*, 13, 259-262.

## POPULAR ARTICLES

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11. Lucas, B. & Nordgren, L. (Dec 1, 2015). Giving up is the enemy of creativity. *Harvard Business Review*.

## CHAPTERS

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12. Lucas, B. J. & Kteily, N. S. (2016). High SDO individuals display moral concern for harm to high status (but not low status) targets. *Academy of Management Proceedings*.
13. Thompson, L. & Lucas, B. J. (2014). Judgmental biases in conflict resolution and how to overcome them. In P. T. Coleman, M. Deutsch, & E. C. Marcus (eds.). *Handbook of Conflict Resolution*, (pp. 255-282). San Francisco, CA: Jossey-Bass.
14. Thompson, L., Lucas, B. J., & Hall, E.V. (2014). Negotiation bandwidth. In N. M. Ashkanasy, O. B. Ayoko, & K. Jehn (eds.). *Handbook of Research in Conflict Management*, (pp. 461-479).UK: Edward Edgar Publishing.
15. Thompson, L. Lucas, B., & Hall, E.V. (2012). Upstream and downstream negotiation research. In R. Croson & G. Bolton (eds.). *Oxford Handbook of Economic Conflict Resolution*, (pp. 372-388). New York: Oxford University press.
16. Thompson, L., Richardson, E.V., & Lucas, B. (2012). Integrating Negotiation Research with Team Dynamics. In Goldman and D. Shapiro (eds.). *The Psychology of Negotiations in the 21st Century workplace*. SIOP Frontiers Series.

## IN REVISION, UNDER REVIEW, & WORKING PAPERS

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*(Manuscripts available by request)*

17. Ruttan, R. L. & Lucas, B. J. Cogs in the machine: The prioritization of money and self-dehumanization (revise & resubmit, *Organizational Behavior & Human Decision Processes*)
18. O'Connor, K., Effron, D. A., & Lucas, B. J. Charity as hypocrisy: When good deeds seem less praiseworthy (working paper)
19. Lucas, B. J. & Waytz, A. Curvilinear morality: Moralized and amoralized attitudes predict empathy and perceived bias (working paper)
20. Carney, D. R. et al. Power buffers stress (working paper)
21. Chui, C. & Lucas, B. J. Relational models in organizations: Communal sharing schemas and creativity (working paper)
22. Lucas, B. J. & Epley, N. The unexpected benefits of brainpairing: Dyads balance creative performance and task enjoyment in brainstorming groups (working paper)
23. Lucas, B. J. & Nordgren, L. F. Beliefs about the trajectory of creative idea generation (preparing manuscript)

24. Lucas, B. J., Effron, D. A., & O'Connor, K. Intergenerational hypocrisy (preparing manuscript)

#### ORGANIZED SYMPOSIA & CONFERENCES

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- 2016 Lucas, B. J. (Organizer & Chair; OB, MOC Divisions). *Creativity Motivated: New Investigations of Creativity's Motivational Antecedents and Consequences*, Academy of Management annual conference, Anaheim, CA.
- 2015 Lucas, B. J. & Schroeder, J. (Organizer & Chair; OB, CM, MOC Divisions). *Dangerously Close: The Reciprocal Link Between Social Closeness and Bad Behavior*, Academy of Management annual conference, Vancouver, BC.
- 2013 Lucas, B. J. & Schroeder, J. (Conference Organizer). Kellogg-Booth Student Symposium, first annual, Chicago, IL.

#### INVITED PRESENTATIONS

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- 2018 Cornell University, Social Psychology, Ithaca, NY
- 2017 Cornell University, BEDR seminar series, Ithaca, NY
- 2016 Emory University, Goizueta Business School, Atlanta, GA  
Cornell University, ILR School, Ithaca, NY  
Rutgers University, Rutgers Business School, Newark, NJ
- 2015 University of Chicago, Booth School of Business, Chicago, IL
- 2014 University of California–Berkeley, Haas School of Business, Berkeley, CA
- 2013 Northwestern University, Morality & Ethics Brownbag, Evanston, IL
- 2012 University of Illinois at Chicago, Social Psychology, Chicago, IL

#### CONFERENCE PRESENTATIONS

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- 2018 O'Connor, K., Effron, D. A., & Lucas, B. J. *Charity as hypocrisy: When good deeds seem less praiseworthy*. Talk to be given at the Society for Personality and Social Psychology, Atlanta, GA.
- 2017 Lucas, B. J. *Assessing intuitions about creativity in everyday life*. Talk given at the Creativity Collaboratorium, Storrs, CT.
- 2017 O'Connor, K., Effron, D. A., & Lucas, B. J. *Charity as hypocrisy: When good deeds seem less praiseworthy*. Talk given at the Academy of Management, Atlanta, GA.
- 2017 Chiu, C. & Lucas, B. J. *Relational models in organizations: Communal sharing schemas, creative process engagement, and creativity*. Talk given at the Academy of Management, Atlanta, GA.
- 2017 Chiu, C. & Lucas, B. J. *Relational models in organizations: Communal sharing schemas, creative process engagement, and creativity*. Talk given at the Frontiers in MOC & TIM Conference, Zurich, Switzerland.
- 2017 Lucas, B. J. *People undervalue persistence in creative tasks: A unique challenge of self-regulating the creative domain*. Talk given at the Self-Regulation Preconference at the Society for Personality and Social Psychology, San Antonio, TX.

- 2016 Lucas, B. J. *Capturing the creative benefits of persistence*. Talk given at the Creativity Collaboratorium, Boston, MA.
- 2016 Lucas, B. J. & Nordgren, L. F. *Novelty neglect: The misunderstood relationship between time and creativity*. Talk given at the Academy of Management, Anaheim, CA.
- 2016 Lucas, B. J. & Kteily, N. *Moral judgment as hierarchy dependent: Egalitarianism differentially predicts moral concern for low-status versus high-status targets*. Talk given at the Academy of Management, Anaheim, CA.
- 2016 Lucas, B. J., O'Connor, K., & Effron, D.A. *Intergenerational hypocrisy: When an organization's past erodes legitimacy*. Talk given at the International Society for Justice Research, Canterbury, UK.
- 2016 Lucas, B. J. & Kteily, N. *Social dominance orientation and target social status predict moralization*. Talk given at the Midwestern Psychological Association, Chicago, IL.
- 2016 Lucas, B. J. & Nordgren, L. F. *Persistence is an undervalued route to creative performance*. Poster presented at the Society for Personality and Social Psychology, San Diego, CA.
- 2015 Lucas, B. J. & Carton, A. M. *Addressing biases in vision communication*. Talk given at the Academy of Management, Vancouver, BC.
- 2015 Lucas, B. J. & Nordgren, L. F. *People underestimate the value of persistence for creative performance*. Talk given at the Academy of Management, Vancouver, BC.
- 2015 Lucas, B. J. & Livingston, R.W. *Social connection increases utilitarian choice in moral dilemmas*. Talk given at the Academy of Management, Vancouver, BC.
- 2015 Lucas, B. J., Galinsky, A. G., & Murnighan, J. K. *When and why perspective-taking increases moral condemnation*. Talk given at the Midwestern Psychological Association, Chicago, IL.
- 2015 Lucas, B. J., Galinsky, A. G., & Murnighan, J. K. *An Intention-Based Account of Perspective-Taking: When and Why Perspective-Taking Increases Moral Condemnation*. Talk given at the Society for Personality and Social Psychology, Long Beach, CA.
- 2015 Lucas, B. J. & Nordgren, L. F. *People underestimate the value of persistence for creative performance*. Poster presented at the Society for Personality and Social Psychology, Long Beach, CA.
- 2014 Lucas, B. J. & Nordgren, L. F. *People underestimate the value of persistence for creative performance*. Talk given at the Society for Judgment and Decision Making, Long Beach, CA.
- 2014 Lucas, B. J. & Waytz, A. *Moralization and amoralization predict empathy and perceptions of bias in contentious social domains*. Talk given at the Academy of Management, Philadelphia, PA.
- 2014 Lucas, B. J. & Waytz, A. *Curvilinear morality: Moralization and amoralization predict interpersonal empathy and perceived bias*. Talk given at the International Society for Justice Research, New York, NY.
- 2014 Lucas, B. J. & Galinsky, A. D. *Utilitarian choices are processed as risky choices*. Talk given at the Midwestern Psychological Association, Chicago, IL.
- 2014 Lucas, B. J. & Waytz, A. *Curvilinear morality: Moralization and amoralization predict interpersonal empathy and perceived bias*. Poster presented at the Society for Personality and Social Psychology, Austin, TX.

- 2013 Lucas, B. J. *Motivated mental imagery: The role of visual-spatial distance in the mental simulation of threatening outcomes*. Talk given at the Society for Judgment and Decision Making, Toronto, Canada.
- 2013 Lucas, B. J. & Thompson, L.L. *Embarrassment, pride, and group creativity*. Talk given at the Academy of Management, Orlando, FL.
- 2013 Lucas, B. J. *When friends promote ends: Social connection increases utilitarian choice in moral dilemmas*. Talk given at the Trans-Atlantic Doctoral Conference, London, UK.
- 2013 Lucas, B. J. & Livingston, R.W. *When friends promote ends: Social connection increases utilitarian choice in moral dilemmas*. Talk given at the Midwestern Psychological Association, Chicago, IL.
- 2013 Lucas, B. J. & Livingston, R.W. *When friends promote ends: Social connection increases utilitarian choice in moral dilemmas*. Talk given at the Morality & Justice Preconference at the Society for Personality and Social Psychology, New Orleans, LA.
- 2013 Lucas, B. J. & Waytz, A. *Mind the gaps: The curvilinear relationship between attitude moralization and interpersonal empathy*. Poster presented at the Society for Personality and Social Psychology, New Orleans, LA.
- 2012 Lucas, B. J. & Livingston, R.W. *When friends promote 'ends': Social connection increases utilitarian choice in moral dilemmas*. Poster presented at the Society for Judgment and Decision Making, Minneapolis, MN.
- 2012 Lucas, B. J. & Nordgren, L. F. *Threat looks better from a distance: The role of spatial distance in the simulation of threatening outcomes*. Poster presented at the Behavioral Decision Research in Management, Boulder, CO.
- 2012 Lucas, B. J., Galinsky, A. G., & Murnighan, J. K. *The mind and heart of a scoundrel: The differential impact of cognitive and emotional perspective taking on the perception of unethical behavior*. Poster presented at the Mind Perception Preconference at the Society for Personality and Social Psychology, San Diego, CA.

## TEACHING EXPERIENCE

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### Course Instructor

ILR School, Cornell University

*Introduction to Organizational Behavior*, Undergraduate, 2018

*Leading and Managing Teams*, Master's, 2018

*Managing for Creativity*, Undergraduate, 2017 (rating: 4.96/5)

Booth School of Business, University of Chicago

*Leading and Managing Teams*, MBA, 2015-17 (rating across sections: 4.04/5)

Kellogg School of Management, Northwestern University

*Leading and Managing Teams*, MBA, 2013 (rating: 7.8/10)

### Executive Education

Masters of Professional Studies, ILR School, Cornell University, 2018

Advanced Management Program, Booth School of Business, University of Chicago, 2016

### Other Seminars

PURPLE Peer Mentor Program, Evanston, IL, 2015

Prentice Women's Hospital, Feinberg School of Medicine, Chicago, IL, 2014

### Teaching Assistant

Kellogg School of Management, Northwestern University

*Values-Based Leadership*, MBA, Adam Waytz, 2013, 2015

*Negotiations*, MBA, Nicole M. Stephens, 2013

*Leading High-Impact Teams*, EMBA, Leigh Thompson, 2012-13

*Leading High-Impact Teams*, MBA, Erika Hall, 2013

*Bargaining*, MBA, Keith Murnighan, Hajo Adam, 2012

*Leadership in Organizations*, MBA, Loran Nordgren, 2011-13

Graduate School of Business, Columbia University

*Managerial Negotiations*, MBA, Pranjal H. Mehta, 2010

*Leadership Development*, MBA, Malia F. Mason, 2009

### MEDIA MENTIONS (SELECTED)

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- *SmartDrugSmarts*. Podcast interview.
- *Harvard Business Review* (October 2, 2017). Research: For better brainstorming, tell an embarrassing story.
- *Kellogg Insight* (March 7, 2016). Think you're out of creative ideas? Think again.
- *Harvard Business Review* (March 2016 issue). How to build a culture of originality.
- *Inc.* (December 7, 2015). This is the real key to generating creativity.
- *Lifehacker* (December 3, 2015). Creativity thrives when you resist the urge to give up.
- *New York Magazine* (August 13, 2015). People underestimate their creative potential.
- *Pacific Standard* (August 12, 2015). Creativity's most underappreciated component: Persistence.
- *Scientific American* (November 21, 2013). The dark side of power posing: Cape or Kryptonite?
- *NPR* (August 23, 2013). Can your car make you an unethical driver?
- *The Atlantic* (July 9, 2013). How power corrupts the mind.
- *Business Insider* (May 28, 2013). Power posing can also make you more dishonest.

### ACADEMIC SERVICE

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Ad-Hoc Reviewer

- *Frontiers in Psychology: Personality and Social Psychology*
- *Journal of Applied Social Psychology*
- *Journal of Experimental Social Psychology*
- *Management Science*
- *Negotiation and Conflict Management Research*
- *Organizational Behavior and Human Decision Processes*
- *Personality and Social Psychology Bulletin*
- *PLoS ONE*
- *Review of General Psychology*
- *Thinking & Reasoning*

Service to the Field

- SPSP Single Presenter Session reviewer, 2018-present
- “Halfway There, But Now What?” symposium volunteer, AOM conference, 2017
- SPSP Outstanding Research Award & Student Poster Award reviewer, 2017-present
- Volunteer session chair, MPA conference, 2016
- Volunteer session chair, AOM conference, 2014, 2016
- AOM annual meeting reviewer, OB and CM divisions, 2012-present

University Service

- UChicago Bioscience Postdoctoral Association, Career Development Panelist, 2016
- Kellogg MORS PhD Recruitment Committee, student member, 2013
- Research Assistant Coordinator for Keith Murnighan, 2012-15
- Kellogg MORS Social Committee, student member, 2011-13

**MEMBERSHIPS**

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Academy of Management

International Association for Conflict Management

International Society for Justice Research

Society for Judgment and Decision Making

Society for Personality and Social Psychology