

BRIAN J. LUCAS

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POSITIONS

- 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

- 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

- 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

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

JOURNAL ARTICLES

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

Carton, A. M. & Lucas, B. J. (forthcoming). How can leaders overcome the blurry vision bias? An antidote to the paradox of vision communication. *Academy of Management Journal*.

[†]Lucas, B. J. & Kteily, N. S. (forthcoming). (Anti-)Egalitarianism differentially predicts empathy for members of advantaged versus disadvantaged groups. *Journal of Personality and Social Psychology*.

[†]Winner of Best Empirical/Theoretical Paper Award, AOM CM Division

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.

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.

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.

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.

Lucas, B. J. & Livingston, R. W. (2014). Feeling socially connected increases utilitarian choices in moral dilemmas. *Journal of Experimental Social Psychology*, 53, 1-4.

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.

Lucas, B. J., Schubert, E., & Halpern, A. R. (2010). Perception of emotion in sounded and imagined music. *Music Perception*, 27, 399-412.

Gais, S., Lucas, B. & Born, J. (2006). Sleep after learning aids memory recall. *Learning & Memory*, 13, 259-262.

IN REVISION, UNDER REVIEW, & WORKING PAPERS

(Manuscripts available by request)

Ruttan, R. L. & Lucas, B. J. Cogs in the machine: The prioritization of money and self-dehumanization (revise & resubmit, *Organizational Behavior & Human Decision Processes*)

Lucas, B. J. & Epley, N. The unexpected benefits of brainpairing: Dyads balance creative performance and task enjoyment in brainstorming groups (working paper)

O'Connor, K., Effron, D. A., & Lucas, B. J. Charity as hypocrisy: When good deeds seem less praiseworthy (working paper)

Lucas, B. J. & Waytz, A. Curvilinear morality: Moralized and amoralized attitudes predict empathy and perceived bias (working paper)

Carney, D. R. et al. Power buffers stress (working paper)

Chui, C. & Lucas, B. J. Relational models in organizations: Communal sharing schemas and creativity (working paper)

RESEARCH IN PROGRESS

Lucas, B. J. & Nordgren, L. F. Beliefs about the trajectory of creative idea generation (preparing manuscript)

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

Lucas, B. J. & Caruso, H. The creativity of meanderers. (preparing manuscript)

POPULAR ARTICLES

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

CHAPTERS

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*.

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.

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.

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.

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.

ORGANIZED SYMPOSIA & CONFERENCES

- 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

- 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

- 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

Course Instructor

ILR School, Cornell University

Managing for Creativity, Undergraduate, 2017

Introduction to Organizational Behavior, Undergraduate, 2018

Leading and Managing Teams, Master's of ILR, 2018

Booth School of Business, University of Chicago

Leading and Managing Teams, MBA, 2015-17

Kellogg School of Management, Northwestern University

Leading and Managing Teams, MBA, 2013

Executive Education Seminars

Masters of Professional Studies, ILR School, Cornell University

Groups and teams, 2018

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

Communication and decision biases, 2016

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)

The Atlantic • Big Think • Business Insider • Businessweek • Education Advisory Board • Harvard Business Review • Inc. • Kellogg Insights • Lifehacker • National Affairs • New York Magazine • Pacific Standard • Psychology Today • Scientific American • SmartBrief • SmartCompany • Time Magazine (blog) • Washington Post

ACADEMIC SERVICE

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; 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

CONSULTING

PURPLE Peer Mentor Program, Northwestern University
Prentice Women's Hospital, Feinberg School of Medicine, Northwestern University

MEMBERSHIPS

Academy of Management
Society for Judgment and Decision Making
Society for Personality and Social Psychology

REFERENCES

LORAN NORDGREN
Associate Professor of Management & Organizations
Kellogg School of Management, Northwestern University

ADAM GALINSKY
Vikram S. Pandit Professor of Business
Columbia Business School, Columbia University

ADAM WAYTZ
Associate Professor of Management & Organizations
Kellogg School of Management, Northwestern University

NOUR KTEILY
Assistant Professor of Management & Organizations
Kellogg School of Management, Northwestern University

ANDREW CARTON
Assistant Professor of Management
The Wharton School, University of Pennsylvania