

## BRIAN J. LUCAS

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### POSITIONS

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Cornell University, Industrial & Labor Relations School

- Assistant Professor of Organizational Behavior (2017- )

University of Chicago, Booth School of Business

- Adjunct Assistant Professor of Behavioral Science & Postdoctoral Research Professional, Center for Decision Research (2015-17)

Northwestern University, Kellogg School of Management

- Lecturer of Management & Organizations (2013-14)

### EDUCATION

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Ph.D. Northwestern University, Management & Organizations (2015)

M.A. Columbia University, Social–Organizational Psychology

B.A. Bucknell University, Psychology

### GRANTS, HONORS, AND AWARDS

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- Nominated for MacIntyre Teaching Award, ILR School, Cornell University, 2020
- Outstanding Research Award winner (lead author Zachariah Berry), Society for Social and Personality Psychology, 2020
- Theme Project Grant, ILR School (PI: \$2k). *(Anti-)Egalitarian Attitudes Influence Willingness to Evaluate Ideas of Creators from High-Status Versus Low-Status Backgrounds*. Cornell University, 2019
- Working Group Grant, Institute for the Social Sciences (Co-PI with Angus Hildreth: \$3k). *Moral psychology, social class, and inequality*. Cornell University, 2019
- Theme Project Grant, ILR School (PI: \$20k). *Using experience sampling technology to increase creativity in the workplace*. Cornell University, 2017
- Independent Research Grant, Center for Decision Research (PI: \$3k). *Creativity in everyday life*. University of Chicago, 2017
- Best Empirical/Theoretical Paper Award winner, CM Division, Academy of Management, 2016
- Best Paper Proceedings, Academy of Management, 2016
- Polsky Center for Entrepreneurship & Innovation Grant (PI: \$6.8k). *Understanding beliefs about creativity over time*. University of Chicago, 2015
- Best Student Poster Award winner, Society for Social and Personality Psychology, 2014
- Dispute Resolution Research Center Grant (Co-PI with Rachel Ruttan: \$2k). *The social and motivational consequences of money*. Northwestern University, 2012
- Senior Thesis Honors Distinction, Dept. of Psychology, Bucknell University, 2008

## RESEARCH INTERESTS

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Creativity  
Morality  
Judgment & Decision Making  
Organizational Behavior  
Social Psychology

## JOURNAL ARTICLES

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Data and materials of first authored pubs available on the Open Science Framework: [osf.io/ksdgh](https://osf.io/ksdgh)

†Student or postdoc at the time the project began

**Lucas, B. J.** & Mai, K. M. Illumination and elbow grease: How mental models of the creative process influence creativity. (conditionally accepted). *Organizational Behavior and Human Decision Processes*.

**Lucas, B. J.**, †Berry, Z., †Giurge, L., & Chugh, D. (2021). A longer shortlist increases the consideration of female candidates in male-dominant domains. *Nature: Human Behaviour*, 1-7.

**Lucas, B. J.** & Nordgren, L. F. (2020). The creative cliff illusion. *Proceedings of the National Academy of Sciences*, 117, 19830-19836.

O'Connor, K., Effron, D. A., & **Lucas, B. J.** (2020). Moral cleansing as hypocrisy: When private acts of charity make you feel better than you deserve. *Journal of Personality and Social Psychology*, 119, 540-559.

Wilson, E. R., Thompson, L. L., & **Lucas, B. J.** (2020). Pride and pratfalls: Recounting embarrassing stories increases creativity. *International Journal of Design Creativity and Innovation*, 8, 21-30.

**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*, 114, 665-692.

➤ Winner of Best Empirical/Theoretical Paper Award, AOM CM Division

Effron, D. A., O'Connor, K., Leroy, H., & **Lucas, B. J.** (2018). From inconsistency to hypocrisy: When does “saying one thing but doing another” invite condemnation? *Research in Organizational Behavior*, 38, 61-75.

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*, 61, 2106-2129.

➤ Featured in HBR Magazine's Idea Watch (2018). Creating a vivid vision. *Harvard Business Review*, September-October, 26.

Ruttan, R. L. & **Lucas, B. J.** (2018). Cogs in the machine: The prioritization of money and self-dehumanization. *Organizational Behavior and Human Decision Processes*, 149, 47-58.

- 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.
- 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.
- 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.** & 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.

#### **UNDER REVIEW, R&R, & WORKING PAPERS**

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- Chui, C. & **Lucas, B. J.** [Relational models and creativity] (working paper)
- Lucas, B. J.** & Nordgren, L. F. [Effort, insight, and creativity] (working paper)
- Lucas, B. J.**, O'Connor, K., Effron, D. A., & †Berry, Z. [Intergenerational hypocrisy judgments] (working paper)
- Lucas, B. J.** & Epley, N. [Group creativity preferences] (working paper)
- Lucas, B. J.** & Waytz, A. [Moralization and empathy] (working paper)
- Bae, S., Woolley, K., & **Lucas, B. J.** [Intrinsic motivation and task assignment] (working paper)
- †Ellis, L. & **Lucas, B. J.** [Prediction and idea theft preferences] (working paper)
- †Berry, Z. & **Lucas, B. J.** [Effort and moral character judgments] (working paper)
- †Johnson, W. & **Lucas, B. J.** [Status concerns and creative idea endorsement] (working paper)
- Yap, A. J., **Lucas, B. J.**, et. al. Power buffers stress. (working paper)

## POPULAR ARTICLES

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**Lucas, B.**, Giurge, L., Berry, Z., & Chugh, D. (Feb 16, 2021). To Reduce Gender Bias in Hiring, Make Your Shortlist Longer. *Harvard Business Review*.

Nordgren, L. F. & **Lucas, B. J.** (Jan 26, 2021). Your best ideas are often your last ideas. *Harvard Business Review*.

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

## CHAPTERS

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**Lucas, B. J.** & Kteily, N. S. (2016). High SDO individuals display moral concern for harm to high status (but not low status) targets. *AOM Best Paper 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

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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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- 2019 Columbia University, Psychology, New York, NY  
 INSEAD, Organisational Behavior, Singapore  
 National University of Singapore, NUS Business School, Singapore
- 2018 New York University, Stern School of Business, New York, NY

- 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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- 2021 Lucas, B. J. & Mai, K. M. *Illumination and elbow grease: A theory of how creative process mental models influence creativity*. Talk at the Academy of Management, virtual conference due to Covid-19.
- 2021 Lucas, B. J. & Johnson, W. *How status concerns impede creative idea endorsement*. Talk at the New England Managerial Decision Making Symposium, Boston, MA.
- 2021 Berry, Z. & Lucas, B. J. *What will they think? People that give up on a passion overestimate the negativity of observers' judgements*. Talk given at the Society for Personality and Social Psychology, virtual conference due to Covid-19.
- 2021 Lucas, B. J., O'Connor, K., Effron, D., & Berry, Z. *Intergenerational hypocrisy: When an organization's past erodes its legitimacy to act*. Talk given at the Society for Personality and Social Psychology, virtual conference due to Covid-19.
- 2020 Bae, S., Woolley, K., & Lucas, B. J. *The intrinsic motivation penalty: Intrinsically motivated workers are assigned undesirable tasks*. Talk given at the Academy of Management, virtual conference due to Covid-19.
- 2020 Ellis, L. & Lucas, B. J. *Take the seed or the fruit?: Mis(predicting) idea thieves' preference for taking early-stage vs. late-stage ideas*. Talk given at the Academy of Management, virtual conference due to Covid-19.
- 2020 Lucas, B. J., O'Connor, K., Effron, D., & Berry, Z. *Intergenerational hypocrisy: When an organization's past erodes its legitimacy to act*. Talk given at the Academy of Management, virtual conference due to Covid-19.
- 2020 Lucas, B. J. & Ellis, L. *(Anti-)egalitarianism influences openness to evaluating the ideas of creators from higher-status versus lower-status backgrounds*. Talk given at the Academy of Management, virtual conference due to Covid-19.
- 2020 Lucas, B. J., Berry, Z., Gurge, L., & Chugh, D. *The Longer Shortlist Effect: Cognitive Persistence Increases the Gender Diversity of Candidate Shortlists*. Talk given at the International Association for Conflict Management, virtual conference due to Covid-19.
- 2020 Bae, S., Woolley, K., & Lucas, B. J. *The intrinsic motivation penalty: Intrinsically motivated workers are assigned undesirable tasks*. Talk given at the International Association for Conflict Management, virtual conference due to Covid-19.
- 2020 Berry, Z. & Lucas, B. J. *When less is enough: The relationship between prosocial effort and moral character judgments*. Talk given at the Society for Personality and Social Psychology, New Orleans, LA.
- 2020 Lucas, B. J. *The Longer Shortlist Effect: Cognitive Persistence Increases the Gender Diversity of Candidate Shortlists*. Poster presented at the Society for Personality and Social Psychology, New Orleans, LA.
- 2019 Lucas, B. J. *The Longer Shortlist Effect: Cognitive Persistence Increases the Gender Diversity of Candidate Shortlists*. Talk given at the Wharton OB Junior Faculty Conference, Philadelphia, PA.
- 2019 Berry, Z. & Lucas, B. J. *When less is enough: The relationship between prosocial effort and moral character judgments*. Poster presented at the Society for Judgment and Decision Making, Montreal, Canada.
- 2019 Ellis, L. & Lucas, B. J. *Take the seed or the fruit?: (Mis)predicting idea thieves' preference for taking early-stage vs. late-stage ideas*. Data Blitz talk given at the Society for Personality and Social Psychology, Portland, OR.

- 2019 Bae, S., Lucas, B. J., & Woolley, K. *The intrinsic motivation penalty: Intrinsically motivated workers are assigned undesirable tasks*. Poster presented at the Society for Personality and Social Psychology, Portland, OR.
- 2019 Lucas, B. J. & Nordgren, L. F. *The creative cliff illusion*. Poster presented at the Society for Personality and Social Psychology, Portland, OR.
- 2018 Bae, S., Woolley, K. R. & Lucas, B. J. *The intrinsic motivation penalty: Intrinsically motivated workers are assigned undesirable tasks*. Talk given at the Wharton OB Junior Faculty Conference, Philadelphia, PA.
- 2018 Lucas, B. J. *The creative cliff illusion*. Talk given at the Creativity Collaboratorium, Storrs, CT.
- 2018 Lucas, B. J. & Epley, N. *The power of brainstorming: Dyads balance performance and enjoyment goals in brainstorming groups*. Talk given at the Academy of Management, Chicago, IL.
- 2018 Ellis, L. M. & Lucas, B. J. *Creators mispredict idea thieves' preferences for stealing early-stage versus late-stage ideas*. Talk given at the International Association for Conflict Management, Philadelphia, PA.
- 2018 O'Connor, K., Effron, D. A., & Lucas, B. J. *Charity as hypocrisy: When good deeds seem less praiseworthy*. Talk 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 (2017-)

- *Introduction to Organizational Behavior*, Undergraduate
- *Managing for Creativity*, Undergraduate
- *Leading and Managing Teams*, Master's
- *Designing, Managing, & Changing Organizations*, Professional Master's
- *Organizational Behavior*, EMHRM (Exec. Ed.)

Booth School of Business, University of Chicago (2015-17)

- *Leading and Managing Teams*, MBA
- *Decision biases*, Advanced Management Program (Exec. Ed.)

Kellogg School of Management, Northwestern University (2013)

- *Leading and Managing Teams*, MBA

### Other Seminars

- Junior Chamber International, New York, NY, 2020 (virtual, due to Covid-19)
- Glasgow Caledonian New York College, New York, NY, 2018
- PURPLE Peer Mentor Program, Evanston, IL, 2015
- Prentice Women's Hospital, Feinberg School of Medicine, Chicago, IL, 2014

**MEDIA MENTIONS (SELECTED)**

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- *BBC Worklife* (April 20, 2021). How the ‘creative-cliff illusion’ limits our ideas.
- *Kellogg Insight* (April 1, 2021). Keep brainstorming – your best ideas are still to come.
- *Ladders* (February 23, 2021). This is what Cornell scientists say is the secret to hiring more women.
- *Cornell Chronicle* (February 11, 2021). Want to hire more women? Expand your short list.
- *LinkedIn News* (January 27, 2021). What we get wrong about creativity.
- *Cornell Chronicle* (September 24, 2020). ILR research: Workers selling their creativity short.
- *The New York Times* (May 15, 2020). To Build Resilience in Isolation, Master the Art of Time Travel.
- *The British Psychological Society* (May 13, 2020). Private good deeds that appear to compensate for bad public behavior make people seem hypocritical.
- *Forge* (February 7, 2020). An embarrassing story is a secret weapon at work: The benefits of looking a little ridiculous in front of your colleagues.
- *Business Insider* (December 6, 2019). Beginning a brainstorming session with an embarrassing story generates better ideas – here’s why.
- *Kellogg Insight* (December 2, 2019). Why your next brainstorm should begin with an embarrassing story.
- *Fast Company* (September 20, 2019). Go ahead and tell your most embarrassing story. It will boost your creativity.
- *Wharton Magazine* (Fall/Winter 2019). Crafting vision statements that inspire.
- *Knowledge@Wharton* (July 15, 2019). So your company has a vision: Why can’t everyone see it?
- *Cornell Chronicle* (January 23, 2019). What happens when bosses don’t practice what they preach?
- *Bloomberg Law HR Buzz* (December 28, 2018). Your money or your life.
- *Cornell Chronicle* (November, 13, 2018). People who focus too much on money may sacrifice their humanity.
- *The Boston Globe* (September 28, 2018). Uncommon knowledge: Materialism, fiscal rules, and misogyny.
- *Kellogg Insight* (June 4, 2018). How much empathy do you feel when powerful people suffer?
- *Cornell Chronicle* (May 25, 2018). Level of empathy for misfortunate based in social status.
- *National Affairs* (January 02, 2018). Making the manager great again.
- *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.
- Thompson, L. L. (2013). *Creative conspiracy: The new rules of breakthrough collaboration*. Harvard Business Review Press.
- *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.
- *Bloomberg Businessweek* (June 13, 2012). The MBA Life: Northwestern



## ACADEMIC SERVICE

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### Editorial Board

- *Organizational Behavior and Human Decision Processes* (2020-present)

### Ad-Hoc Reviewer

- *Academy of Management Journal*
- *Journal of Experimental Psychology: General*
- *Journal of Experimental Social Psychology*
- *Management Science*
- *Negotiation and Conflict Management Research*
- *Personality and Social Psychology Bulletin*
- *Perspectives on Psychological Science*
- *Social Psychological and Personality Science*

### Service to the Field

- AOM “Conflict Management Doctoral Consortium” PDW panelist, AOM conference, 2020
- SPSP Single Presenter Session reviewer, 2018-present
- SPSP Outstanding Research Award & Student Poster Award reviewer, 2017-19
- AOM “Halfway There, But Now What?” symposium volunteer, AOM conference, 2017
- MPA Volunteer session chair, MPA conference, 2016
- AOM Volunteer session chair, AOM conference, 2014, 2016
- AOM annual meeting reviewer, OB and CM divisions, 2012-present

### University Service

- Cornell Business Impact Symposium, event moderator, 2021
- CURB Peer Mentorship Program, Professor Panel, panelist, 2020
- Psychology of Work Subcommittee, member, ILR, 2019-2020
- Academic Standards Committee, member, ILR, 2019-22
- Consult Your Community, ILR student club, faculty advisor, 2019-present
- ILR Micro Happy Hour Workshop, organizer, 2018-present

### Student Advising

- Dissertation
  - In Progress. Zachariah Berry, Cornell ILR, Primary Advisor
  - In Progress. Elina Hur, Cornell JCB, Member
  - In Progress. Wayne Johnson, Cornell JCB, Member
- ILR
  - 2021. Oliver Eccleston, ILR Senior Thesis, Advisor
  - 2021. Jack Ross-Pilkington, ILR Senior Thesis, Advisor
  - 2021. Samuel Grossman, ILR Senior Thesis, Second Reader
  - 2021. Jeremy Sharp, ILR Credit Internship, Advisor
  - 2020. Jesse Proctor, MILR Research Supervisor (placement: PhD student at Boston College)
  - 2018. Dominic J. LaBell, ILR Senior Thesis, Second Reader

## 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

## REFERENCES

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Loran F. Nordgren  
Professor of Management & Organizations  
Kellogg School of Management, Northwestern University

Adam D. Galinsky  
Vikram S. Pandit Professor of Business  
Columbia Business School, Columbia University

Andrew M. Carton  
Associate Professor of Management  
Wharton, University of Pennsylvania

Nour S. Kteily  
Professor of Management & Organizations  
Kellogg School of Management, Northwestern University

J. Keith Murnighan  
Harold H. Hines Jr. Distinguished Professor of Risk Management  
Kellogg School of Management, Northwestern University