

## 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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- Cornell Center for Social Sciences Grant (PI: \$5.2k). *The insight bias: People overestimate the quality of ideas generated via insight*. Cornell University, 2021
- Outstanding Research Award winner (lead author Zachariah Berry), Society for Personality and Social 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 (later published as, Lucas & Kteily, 2018)
- 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 Personality and Social 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, Social Psychology, Organizational Behavior

## 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)

<sup>†</sup>Student or postdoc at the time the project began

\*Equal authorship

- \***Lucas, B. J.** & \*Mai, K. M. (2022). Illumination and elbow grease: A theory of how mental models of the creative process influence creativity. *Organizational Behavior and Human Decision Processes*, *168*, 104107.
- Lucas, B. J.** & Nordgren, L. F. (2022). Lay people's beliefs about creativity: evidence for an insight bias. *Trends in Cognitive Sciences*, *26*, 6-7.
- Lucas, B. J.**, <sup>†</sup>Berry, Z., <sup>†</sup>Giurge, L., & Chugh, D. (2021). A longer shortlist increases the consideration of female candidates in male-dominant domains. *Nature: Human Behaviour*, *5*, 736-742.
- 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.
- 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.
- 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.
- 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, & SELECTED WORKING PAPERS**

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†Berry, Z. & **Lucas, B. J.** [Effort and moral character] (*revise & resubmit*)

Huber, C...**Lucas, B. J.**...et. al. [multi-lab project, I am 1 of 95 coauthors; Competition and moral behavior] (*under review*)

Kim, S., **Lucas, B. J.**, & Goncalo, J. [Power and creativity] (*under review*)

**Lucas, B. J.**, O'Connor, K., Effron, D. A., & †Berry, Z. [Intergenerational hypocrisy] (*revising*)

†Johnson, W. & **Lucas, B. J.** [Status and idea endorsement] (*revising*)

Bae, S., Woolley, K., & **Lucas, B. J.** [Intrinsic motivation and task assignment] (*revising*)

†Ellis, L. & **Lucas, B. J.** [Predictions and idea theft] (*working paper*)

## **POPULAR ARTICLES**

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**Lucas, B. J.** (Sept 17, 2021). The longer short list effect. *Scientific American*.

**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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- 2021 University of Southern California, Marshall School of Business, Los Angeles, CA  
Behavioral Insights Global, Behavioral Insights Seminar Series (virtual)
- 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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- 2022 Mai, K. M., Qiu, F., & Lucas, B. *The source of sin: How and why creative people get more unethical requests*. Talk at the Academy of Management, Seattle, WA.
- 2022 Johnson, W. & Lucas, B. J. *How status concerns impede creative idea endorsement*. Talk at the Academy of Management, Seattle, WA.
- 2022 Berry, Z., Lucas, B. J., & Jachimowicz, J. *What will they think? People that give up on a passion overestimate the negativity of observers' judgements*. Talk at the Academy of Management, Seattle, WA.
- 2022 Berry, Z., Lucas, B. J., & Jachimowicz, J. *What will they think? People that give up on a passion overestimate the negativity of observers' judgements*. Talk at the International Association for Conflict Management, Ottawa, ON.
- 2022 Lucas, B. J. & Chui, C. *Idea Vitality: A Model of How Groups Elaborate Ideas Under the Gun*. Talk at the 38<sup>th</sup> EGOS Colloquium, Vienna, Austria.
- 2022 Bae, S., Woolley, K., & Lucas, B. J. *The intrinsic motivation penalty: Intrinsically motivated workers are assigned undesirable tasks*. Talk at the Society for the Science of Motivation, Chicago, IL.
- 2022 Lucas, B. J. *Idea Vitality: A Model of How Groups Elaborate Ideas Under the Gun*. Talk at the Intragroup Processes Preconference of the Society for Personality and Social Psychology, San Francisco, CA.
- 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 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 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 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 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 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 at the Academy of Management, virtual conference due to Covid-19.
- 2020 Lucas, B. J., Berry, Z., Giurge, L., & Chugh, D. *The Longer Shortlist Effect: Cognitive Persistence Increases the Gender Diversity of Candidate Shortlists*. Talk 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 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 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 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 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 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 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 at the Society for Personality and Social Psychology, Portland, OR.
- 2019 Lucas, B. J. & Nordgren, L. F. *The creative cliff illusion*. Poster 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 at the Wharton OB Junior Faculty Conference, Philadelphia, PA.
- 2018 Lucas, B. J. *The creative cliff illusion*. Talk 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 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 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 at the Society for Personality and Social Psychology, Atlanta, GA.
- 2017 Lucas, B. J. *Assessing intuitions about creativity in everyday life*. Talk 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 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 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 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 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 at the Creativity Collaboratorium, Boston, MA.
- 2016 Lucas, B. J. & Nordgren, L. F. *Novelty neglect: The misunderstood relationship between time and creativity*. Talk 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 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 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 at the Midwestern Psychological Association, Chicago, IL.
- 2016 Lucas, B. J. & Nordgren, L. F. *Persistence is an undervalued route to creative performance*. Poster at the Society for Personality and Social Psychology, San Diego, CA.
- 2015 Lucas, B. J. & Carton, A. M. *Addressing biases in vision communication*. Talk at the Academy of Management, Vancouver, BC.
- 2015 Lucas, B. J. & Nordgren, L. F. *People underestimate the value of persistence for creative performance*. Talk at the Academy of Management, Vancouver, BC.
- 2015 Lucas, B. J. & Livingston, R.W. *Social connection increases utilitarian choice in moral dilemmas*. Talk 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 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 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 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 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 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 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 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 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 at the Society for Judgment and Decision Making, Toronto, Canada.
- 2013 Lucas, B. J. & Thompson, L.L. *Embarrassment, pride, and group creativity*. Talk at the Academy of Management, Orlando, FL.
- 2013 Lucas, B. J. *When friends promote ends: Social connection increases utilitarian choice in moral dilemmas*. Talk 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 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 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 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 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 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 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-)

- *Organizational Behavior*, Undergrad, Master's, PhD, EMHRM (Exec. Ed.)
- *Managing for Creativity*, Undergrad, Master's
- *Leading and Managing Teams*, Master's

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

## MEDIA MENTIONS (SELECTED)

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- Gender Action Portal, Women & Public Policy Program, Harvard Kennedy School (December, 2021). Featured Lucas, Berry, Giurge, & Chugh (2021).
- *Quartz at Work* (October, 25, 2021). Why people tend to give up on creative projects too early.
- *Big Think* (October 21, 2021). The secret of genius: inspiration or perspiration?
- *Forbes India* (August 11, 2021). Keep brainstorming—your best ideas are still to come.
- *Freakonomics Radio People I (Mostly) Admire Podcast* (July 30, 2021). Sendhil Mullainathan Explains How to Generate an Idea a Minute. (research discussed at 26:20)
- *The Writing Cooperative* (May 21, 2021). The creative cliff illusion: How this common belief may be stifling your creativity.
- *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?
- HBR Magazine’s Idea Watch (2018). Creating a vivid vision. *Harvard Business Review*, September-October, 26. (featured Carton & Lucas, 2018)
- *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

- Entrepreneurship at Cornell Hackathon, mentor, 2022-
- 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. Jeffrey Kang, Cornell JCB, Committee Member
  - In Progress. Elina Hur, Cornell JCB, Committee Member
  - In Progress. Wayne Johnson, Cornell JCB, Committee Member
- ILR
  - 2021. Jessica Diecidue, ILR Credit Internship, Advisor
  - 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