

SANFORD E. DEVOE
Curriculum Vitae

UCLA Anderson School of Management
110 Westwood Plaza, Collins Center A-412
Los Angeles, CA 90095-1481

EDUCATION

- 2007 Ph.D., Organizational Behavior, Stanford University, Stanford, CA.
- 2000 B.A., Psychology with High Honors, Swarthmore College, Swarthmore, PA.

ACADEMIC APPOINTMENTS

- 2021-present Professor, UCLA Anderson School of Management
- 2015-2021 Associate Professor, UCLA Anderson School of Management
- 2013-2015 Associate Professor, Rotman School of Management, University of Toronto
- 2007-2013 Assistant Professor, Rotman School of Management, University of Toronto

HONORS, AWARDS, FELLOWSHIPS & AFFILIATIONS

Selected for Poets & Quants “World’s Best 40 B-School Professors under the Age of 40” 2015.
Research Fellow, Institute for Compensation Studies, 2014-present.
Visiting Researcher, US Bureau of Labor Statistics, 2013-14.
Visiting Scholar, UCLA Anderson School of Management & NYU Stern School of Business, 2013.
Dean’s Award for Excellence in Research, Rotman School of Management, 2011.
Aurora Prize Nominee for Outstanding New Researcher, SSHRC, 2010.
Standard Research Grant, SSHRC, sole Principle Investigator, 2010-14.
Faculty Researcher, Statistics Canada, Toronto Research Data Center, 2008-2013.
Excellence in Teaching Award, Rotman School of Management 2008, 2009, 2010, 2011, 2012, 2013
Connaught Start-Up Grant, University of Toronto, 2007.
Fellowships, Stanford University, Graduate School of Business, 2002-07.
Interdisciplinary Behavioral Research Fund Award, 2005.
Awarded High Honors through external examination program at Swarthmore College, 2000.
Inducted into Sigma Xi Society, 2000.
Joel Dean Fellowship, Swarthmore College, Social Science Division, 1998.

JOURNAL ARTICLES

* denotes graduate student collaborator

DeVoe, S. E., & Pai, J.* (2021). When does being paid an hourly wage make it difficult to be a happy volunteer? *Journal of Applied Social Psychology*, 51, 763-768.

- West, C.*, Mogilner, C., & DeVoe, S. E. (2021). Happiness from treating your weekend like a vacation. *Social Personality Psychological Science*, *12*, 346-356.
- Pai, J.*, DeVoe, S. E., & Pfeffer, J. (2020). How income and the economic evaluation of time affect who we socialize with off the job. *Organizational Behavior and Human Decision Processes*, *161*, 158-175.
- DeVoe, S. E. (2019) Psychological consequences of thinking about time in terms of money. *Current Opinion in Psychology*, *26*, 103-105.
- Mogilner, C., & DeVoe, S. E. (2019). Editorial overview: Time. *Current Opinion in Psychology*, *26*, iv-vi.
- DeCelles, K., DeVoe, S. E., Agasi, S.*, Rafaeli, A. (2019). Helping to reduce fights before flights: How environmental stressors in organizations shape customer emotions and customer-employee interactions. *Personnel Psychology*, *72*, 49-80.
- Parke, M. R., Weinhardt, J. M., Brodsky, A., Tangirala, S., & DeVoe, S. E. (2018). When Daily Planning Improves Employee Performance: The Importance of Planning Type, Engagement, and Interruptions. *Journal of Applied Psychology*, *103*, 300-312.
- DeVoe, S. E., & House, J.* (2016). Replications with MTurkers who are naïve versus experienced with academic studies: A comment on Connors, Khamitov, Moroz, Campbell, and Henderson (2015). *Journal of Experimental Social Psychology*, *67*, 65-67.
- House, J.*, DeVoe, S. E., & Zhong, C-B. (2014). No time to smell the roses: Exposure to fast food impedes happiness. *Social Psychological and Personality Science*, *5*, 534-541.
- DeVoe, S. E., House, J.*, & Zhong, C-B. (2013). Fast food and financial impatience: A socio-ecological approach. *Journal of Personality and Social Psychology*, *105*, 476-494.
- DeVoe, S. E., Pfeffer, J., & Lee, B. Y.* (2013). When does money make money more important? Survey and experimental evidence. *Industrial and Labor Relations Review*, *5*, 1076-1094.
- DeVoe, S. E., & House, J.* (2012). Time, money, and happiness: How does putting a price on time affect our ability to smell the roses? *Journal of Experimental Social Psychology*, *48*, 466-474.
- Lee, B. Y.*, & DeVoe, S. E. (2012). Flextime and profitability: The critical role of organizational business strategies. *Industrial Relations*, *51*, 298-316.
- Pfeffer, J. & DeVoe, S. E. (2012). The economic evaluation of time: Organizational causes and individual consequences. *Research in Organizational Behavior*, *32*, 47-62.

- DeVoe, S. E., & Pfeffer, J. (2011). Time is tight: How higher economic value of time increases feelings of time pressure. *Journal of Applied Psychology, 96*, 665-676.
- DeVoe, S. E., & Iyengar, S. S. (2010). The medium of exchange matters: What's fair for goods is unfair for money. *Psychological Science, 21*, 159-162.
- DeVoe, S. E., Lee, B. Y*, & Pfeffer, J. (2010). Hourly versus salaried payment and decisions about trading off time and money over time. *Industrial and Labor Relations Review, 63*, 624-636.
- DeVoe, S. E., & Pfeffer, J. (2010). The stingy hour: How the practice of billing time affects volunteering. *Personality and Social Psychology Bulletin, 36*, 470-483.
- Zhong, C., & DeVoe, S. E. (2010). You are how you eat: Fast food and impatience. *Psychological Science, 21*, 619-622.
- DeVoe, S. E., & Pfeffer, J. (2009). When is happiness about how much you earn? The effect of hourly payment on the money-happiness connection. *Personality and Social Psychology Bulletin, 35*, 1602-1618.
- Pfeffer, J., & DeVoe, S. E. (2009). Economic evaluation: The effect of money and economics on time use attitudes. *Journal of Economic Psychology, 30*, 500-508.
- DeVoe, S. E., & Pfeffer, J. (2007). Hourly payment and volunteering: The effect of organizational practices on decisions about time use. *Academy of Management Journal, 50*, 783-798.
- DeVoe, S. E., & Pfeffer, J. (2007). When time is money: The effect of hourly payment on the evaluation of time. *Organizational Behavior and Human Decision Processes, 104*, 1-13.
- DeVoe, S. E., & Iyengar, S. S. (2004). Managers' theories of subordinates: A cross-cultural examination of manager perceptions of motivation and appraisal of performance. *Organizational Behavior and Human Decision Processes, 93*, 47-61.
- Leach, C. W., Queirolo, S. S., DeVoe, S. E., & Chemers, M. (2003). Choosing letter grade evaluations: The interaction of students' achievement goals and self-efficacy in the choice to receive letter grades. *Contemporary Educational Psychology, 28*, 495-509.

CHAPTERS

- DeVoe, S. E., & Iyengar, S. S. (2010). Allocating resources among group members: The medium of exchange matters. In B. Mannix, M. Neale, and E. Mullen (Eds.), *Research on Managing Groups and Teams: Vol. 13. Fairness and Groups* (pp. 159-181). Emerald Group Publishing Limited.
- Iyengar, S. S., & DeVoe, S. E. (2003). Rethinking the value of choice: Considering cultural mediators of intrinsic motivation. In V. Murphy-Berman, & J. Berman (Eds.), *Nebraska*

symposium on motivation: Vol. 49. Cross-cultural perspectives (pp. 129-174). Lincoln, NE: University of Nebraska Press.

NEWSPAPER ARTICLE & BLOG POSTS

DeVoe, S. E. (June 1, 2014). Fast Food, Empty Piggy Banks. *The New York Times*, p. SR12.

DeVoe, S. E. (July 1, 2014). Fast Food and Impatience: Can Where You Live Affect Your Emotional and Financial Well-Being. Society for Personality and Social Psychology Blog (sppsblog.org).

DeVoe, S. E. (September 7, 2015). Show Me the Meaning: A Review of Why We Work. The Psych Report. (thepsychreport.com).

DeVoe, S. E. (August 3, 2020). Why Hourly Wages Can Make You Unhappy: Putting a dollar value on your time means you tend to do more networking—and less of what you really enjoy. *The Wall Street Journal*, p. B1.

REFEREED PRESENTATIONS & SYMPOSIUMS

West, C., & DeVoe, S.E. (2019). Experiencing income volatility leads to impatience. Presented at “Unintended Consequences of Financial Incentives” symposium the Academy of Management, Boston, MA.

DeVoe, S.E. (2019). Discussant for the session at the Boulder Summer Conference on Consumer Financial Decision Making, Boulder, CO.

DeVoe, S. E., & Pai, J. (2018). When does being paid an hourly wage make it difficult to be a happy volunteer? Presented at “Giving Seconds and Cents: The Psychology of Time and Money on Prosocial Behavior and Consumer Well-Being” symposium at the Association of Consumer Research, Dallas, TX.

Pai, J., DeVoe, S. E., & Pfeffer, J. (2018). How the economic evaluation of time shapes who we socialize with off the job. Presented at “The Social and Performance Outcomes of How People Are Paid” symposium at the Academy of Management, Chicago, IL.

Li, M., & DeVoe, S.E. (2016). Work-life balance: I will do it in the future, but not now. Presented at “Thinking ahead: How contemplating the future impacts individuals at work” symposium at the Academy of Management, Anaheim, CA.

DeCelles, K., DeVoe, S.E., Rafaeli, A., Agasi, S. (2016). Fights before flights: A stressor-strain framework of predictors of customer mistreatment. Presented at “Emerging trends on the micro-effects of resources within organizations” symposium at the Academy of Management, Anaheim, CA.

DeVoe, S. E. (2014). Do high-powered incentives for knowledge and creative workers work?

- Symposium panelist at the Academy of Management, Philadelphia, PA.
- DeVoe, S. E., House, J., & Zhong, C-B. (2014). Fast Food and Impatience. Presented at “The antecedents and effects of self-regulation inside and outside the workplace” symposium at the Academy of Management, Philadelphia, PA.
- DeVoe, S. E. (2014). Could you spare some time? Time, Money, and Prosocial Behavior. Presented at the “Counting seconds and cents: The psychological consequences of time & money” symposium at the meeting of American Psychological Society, San Francisco, CA.
- DeVoe, S. E., Pfeffer, J., & Lee, B. Y. (2014). The Effect of Income on the Importance of Money: Survey and Experimental Evidence. Paper presented at the “Happiness and Work” symposium at the meeting of Labor and Employment Relations Association, Philadelphia, PA.
- House, J., DeVoe, S. E., & Zhong, C-B. (2013). No time to smell the roses. Paper presented at the meeting of the Association for Consumer Research, Chicago, IL.
- DeVoe, S.E. (2013). Discussant for the “Management research on time: Exploring temporal aspects of work and organizations” symposium at the Academy of Management Meeting, Orlando, FL.
- DeVoe, S. E., Pfeffer, J., & Lee, B. Y. (2012). When does having more money make money more important? The role of perceived competency. Paper presented at the meeting of the Society for Personality and Social Psychology meeting, San Diego, CA.
- DeVoe, S. E., Pfeffer, J., & Lee, B. Y. (2011). Money makes money more important. Paper presented at the meeting of the Association for Consumer Research, St. Louis, MO.
- DeVoe, S. E., & Lee, B. Y. (2010). Flextime and profitability: The critical role of organizational business strategies. Paper presented at the meeting of the Academy of Management, Montreal, Canada.
- DeVoe, S. E., & Pfeffer, J. (2010). The relationship between opportunity costs and time pressure. Paper presented at the meeting of the Academy of Management, Montreal, Canada.
- DeVoe, S. E., Pfeffer, J., & Lee, B. Y. (2010). Money makes money more important. Paper presented at the meeting of the 12th Annual Behavioral Decision Research in Management Conference, Pittsburgh, PA.
- DeVoe, S. E., Pfeffer, J., & Lee, B. Y. (2010). Money makes money more important. Symposium paper to be presented at the meeting of the Academy of Management, Montreal, Canada.
- DeVoe, S. E., & Iyengar, S. S. (2009). Allocating resources among group members: The

medium of exchange matters. Presented at Groups and Teams conference at the Johnson School of Management, Ithaca, NY.

Zhong, C., DeVoe, S. E., & Chen, X. (2009). You are how you eat: The unexpected effects of fast food culture. Symposium paper presented at the meeting of the Academy of Management, Chicago, IL.

DeVoe, S. E., & Pfeffer (2007). How thinking about money and economics affects attitudes about volunteering one's time. Paper presented at the meeting of the Academy of Management, Philadelphia, PA.

DeVoe, S. E., & Pfeffer (2006). When time is money: The effect of hourly payment on the evaluation of time. Paper presented at the meeting of the Academy of Management, Atlanta, GA.

Heath, C., & DeVoe, S. E. (2004). Extreme comparisons: Biased information flows and social comparison. Paper presented at the meeting of the 9th Annual Behavioral Decision Research in Management Conference, Durham, NC.

Iyengar, S. S., Lepper, M. R., DeVoe, S. E., Dimler, M., & Alpert, B. (2004). Are the Benefits of Choice Global? Examining Intrinsic Motivation, Well-being and Performance. Paper presented at the meeting of the Academy of Management New Orleans, LA.

INVITED PRESENTATIONS & EVENTS

Weatherhead School of Management (Organizational Behavior)–4/2020

McCombs School of Business (Management)–3/2018

Olin Business School (OB)–09/2016

Choice Symposium, Lake Louise, AB, Canada–05/2016

Nanyang Technological University (Strategy, Management, & Organizations)–02/2016

Owen Graduate School of Management (Organizational Studies Group)–02/2016

UCLA (Psychology Department)–11/2015

UCLA Anderson School of Management (Management & Organizations Group)–11/2014

Google (People & Innovation Lab re:Work event invitee)–10/2014

IESE Business School (Managing People in Organizations)–6/2014

INSEAD (OB)–6/2014

Katz Graduate School of Business Administration (Organizations & Entrepreneurship)–4/2014

McCombs School of Business (Decision-Making Seminar)–04/2014

Cornell University ILR School (Human Resource Studies)–03/2014

Fordham Graduate School of Business (Management Systems)–03/2014

Rutgers Business School (Department of Management & Global Business)–03/2014

Yeshiva University (Psychology Department)–03/2014

Zicklin School of Business (Management)–03/2014

Meaning of Money Invitational Conference, Russell Sage Foundation–01/2014

University of Chicago Booth School of Business (Marketing)–11/2013

Swarthmore College (Psychology Department, Inaugural Kemler Nelson Lecture)–10/2013

Wesleyan University (College of Social Studies)–10/2013

Google (People & Innovation Lab research summit)–05/2013
Yale Rudd Center for Food Policy & Obesity–04/2013
UCLA Anderson School of Management (Behavioral Decision Making Group)–02/2013
Rotman School of Management (Research at Rotman Conference)–10/2012
University of Waterloo (Management Sciences)–04/2012
UVA Darden Business School (Leadership & OB)–02/2011
NYU Stern School of Business (Management & Organizations)–01/2011
USC Marshall School of Business (Management & Organizations)–11/2010
The Wharton School (OB Conference)–11/2010
Fuqua School of Business (Management & Organizations)–10/2010
The Wharton School (Decision Processes Colloquia)–11/2009
Queen’s School of Business (OB)–10/2009
UCLA Anderson School of Management (HR & OB)–10/2007
London Business School (OB)–02/2007
Carlson School of Management (Strategic Management & Organization)–01/2007
Kellogg School of Management (Management & Organizations)–01/2007
McCombs School of Business (Management)–1/2007
Rady School of Management (Management & Strategy)–1/2007
Rotman School of Management (OB & HR Management)–1/2007
The Wharton School (Management)–1/2007
Harvard Business School (Negotiation, Organizations, & Markets)–12/2006
University of North Carolina at Charlotte (Industrial/Organizational Psychology)–12/2006
Yale School of Management (OB)–12/2006
Eller College of Management (Management & Organizations)–11/2006
Kenan-Flagler Business School (OB & Strategy)–11/2006

EDITOR

Current Opinion in Psychology (co-editor with Cassie Mogilner for section issue on Time)

EDITORIAL BOARD MEMBER

Academy of Management Journal (2010-present)
Academy of Management Perspectives (2018-present)
Journal of Experimental Psychology: Applied (2013-2018)
Journal of Personality and Social Psychology (2019-present)
Organizational Behavior and Human Decision Processes (2012-present)

AD-HOC JOURNAL REVIEWER

Academy of Management Perspectives
Academy of Management Review
Administrative Science Quarterly
British Journal of Industrial Relations
Culture, Medicine, and Psychiatry
Current Psychology
Ecological Economics

Environmental Science and Pollution Research
European Journal of Work and Organizational Psychology
European Journal of Social Psychology
Industrial and Labor Relations Review
Industrial Relations
International Journal of Nutrition and Physical Activity
International Journal of Happiness and Development
International Journal of Psychology
Learning and Individual Differences
Journal of Aging and Social Policy
Journal of Applied Psychology
Journal of Applied Social Psychology
Journal of Behavioral Decision Making
Journal of Consumer Psychology
Journal of Cross-Cultural Psychology
Journal of Economic Psychology
Journal of Experimental Psychology: General
Journal of Experimental Social Psychology
Journal of Health Psychology
Journal of Marketing Research
Journal of Occupational and Organizational Psychology
Journal of Organizational Behavior
Journal of Pension Economics and Finance
Journal of Personality and Social Psychology
Management Science
Organizational Science
Personality and Social Psychology Bulletin
Personality and Social Psychology Review
Proceeding of the National Academy of Sciences
Psychological Science
Psychonomic Bulletin and Review
Social Behavior and Personality
Social Psychological and Personality Science
Social Forces
Sociological Forum
Science Advances

AD-HOC GRANT REVIEWER

National Science Foundation
New Paths to Purpose Foundation
Research Grants Council of Hong Kong
Social Sciences and Humanities Research Council
Swiss National Science Foundation
Time-Sharing Experiments for the Social Sciences
UK Research & Innovation Corporate Funding Services

PROFESSIONAL ASSOCIATIONS

Academy of Management
American Psychological Association
Association for Psychological Science
Association for Consumer Research
Behavioral Decision Research in Management
Behavioral Science and Policy Association
Society for Personality and Social Psychology

SERVICE

UCLA Anderson

Area Chair (2021-present)
Executive MBA Admissions Committee (2020-present)
Committee on Continuing and Community Education (CCCE) (2020-2023)
Area PhD Program Liaison (2017-2020)
Campus Conflict of Interest Review Committee (2016-2019)
Colloquium Series Coordinator Management & Organizations area (2015-2016)
Faculty Executive Committee (elected for 2017-2020 term)
Early Career MBA Development Committee (Chair, 2019-2020)
Ethics Summit Case Competition Judge (2019)
Leadership Development Task Force at Anderson (faculty representative 2018)
MS in Management -- 4 + 1 Program Feasibility Committee (2017-2018)
Mentor for Cross-disciplinary Scholars in Science & Technology (Summer 2019)
Search Committee Management & Organizations area (2015-2018)

Rotman School of Management

Area PhD Program Coordinator (2014-2015)
Area Teaching Fellow (2014-2015)
Connaught Interdisciplinary Review Panel member (2014-2015)
Speaker Series Coordinator (2010-2012)

Academic Community

Conference co-organizer Behavior Decision Research in Management (2015-2016)
INFORMS/Organization Science Dissertation Proposal Competition Judge (2016)
Academy of Management Best Article Award Committee Judge (2019)

DISSERTATION & THESIS COMMITTEE SERVICE

Shira Agasi, Rotman School of Management – Dissertation committee member (internal)
Sara Banki, Rotman School of Management – Dissertation committee member (internal)
Safiya Castel, UCLA Anderson – Dissertation committee member (internal)
Roy J. Chua, Columbia Business School – Dissertation defense committee member (external)
Kassandra Cortes – Master's Thesis Committee Member (external)
Lyangela Gutierrez, UCLA Anderson – Dissertation committee member (internal)
Julian House, Rotman School of Management – Dissertation committee co-chair (internal)

Julia Hur, Kellogg School of Management – Dissertation defense committee member (external)
George McRuer, Rotman School of Management – Dissertation committee member (internal)
Sue Moon, Rotman School of Management – Dissertation committee member (internal)
Michelle Kao Nakphong, UCLA Fielding School of Public Health – Minor Advisor (internal)
Jieun Pai, UCLA Anderson – Dissertation co-chair (internal)
Cristian Ramirez, UCLA Anderson – Dissertation committee member (internal)
Ashely Whillans, U of British Columbia, Dissertation defense committee member (external)
Colin West, UCLA Anderson – Dissertation chair (internal)
Swarthmore College Honors Program, External Examiner, May 2009; 2013 (external)

TEACHING

UCLA Anderson

Leadership Foundations (Full-Time MBA, Fully-Employed, Executive MBA)
Organizational Behavior (Full-Time MBA, Fully-Employed MBA)
The Emotionally Intelligent Leader (Full-Time MBA)
Markets & Organizations (PhD)
Foundations in Organizational Behavior (PhD)

Rotman School of Management

Leading People in Organizations (Full-time MBA)
Managing People in Organizations (Full-time MBA)
Organizational Behavior (Full-time MBA and Undergraduate)
Incentives and Motivation (Undergraduate)

MEDIA COVERAGE

My work has been covered in various media outlets including *Atlantic Monthly*, *CBC Radio*, *Economist*, *Financial Times*, *Fox News*, *Globe & Mail*, *Guardian*, *Harvard Business Review*, *Huffington Post*, *Innovation Hub Radio*, *LA Times*, *Maclean's*, *MSNBC*, *New York Times*, *New York Times Magazine*, *Newsweek*, *Psychology Today*, *San Francisco Chronicle*, *Scientific American*, *Time Magazine*, *Toronto Star*, *Wall Street Journal*, *Washington Post*, and *U.S. News & World Report*.