

Jennifer A. Whitson

Associate Professor
UCLA Anderson School of Management
Management & Organizations Area
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ACADEMIC POSITIONS

- 2019-present **Associate Professor**, Anderson School of Management, University of California, Los Angeles
- 2015-2019 **Assistant Professor**, Anderson School of Management, University of California, Los Angeles
- 2007-2015 **Assistant Professor**, McCombs School of Business, The University of Texas at Austin

EDUCATION

- Ph.D.** Kellogg School of Management, Northwestern University, Management and Organizations, 2007
- M. S.** Kellogg School of Management, Northwestern University, Management and Organizations, 2004
- B. A.** University of California, Irvine, Psychology and Social Behavior, 2000

AWARDS AND HONORS

Research

- Eric and “E” Juline Faculty Excellence in Research Award, UCLA Anderson School of Management, 2019
- Inducted as a Society for Experimental Social Psychology Fellow, 2017
- Finalist for the Best Paper Award from the Academy of Management’s Managerial and Organizational Cognition (MOC) Division, 2012
- Faculty Fellow for the Center for Women's and Gender Studies Faculty Development Program, The University of Texas at Austin, 2008-2009

- Best Student Paper, MOC Division, Academy of Management Conference, Atlanta, Georgia, August 2006
- Selected for Academy of Management 2006 Organizational Behavior Consortium
- Selected for Academy of Management 2004 Conflict Management Consortium
- Selected for Academy of Management 2003 New Doctoral Student Consortium

Teaching

- Dean George W. Robbins Assistant Professor Teaching Award, UCLA Anderson School of Management, 2018
- MBA Applause Award for Outstanding MBA Elective Faculty, McCombs School of Business, Fall 2012
- Doctoral Student Teaching Award, Kellogg School of Management, 2004-2005

Service

- Academy of Management Outstanding Reviewer Award, Managerial and Organizational Cognition Division, 2013
- Academy of Management Outstanding Reviewer Award, Organizational Behavior Division, 2011

Academic

- University of California, Irvine, Campuswide Honors

PUBLICATIONS

* Denotes graduate student collaborator

1. Huang, L. & Whitson, J. A. (2020). Organizational costs of compensating for mind-body dissonance through conspiracies and superstitions. *Organizational Behavior and Human Decision Processes*, 156, 1-12.
2. Greco, L., Whitson, J. A., O'Boyle, E. O., Wang, C. S., & Kim, J.* (2019). An eye for an eye? A meta-analysis of negative reciprocity in organizations. *Journal of Applied Psychology*, 104(9), 1117-1143.
3. Whitson, J. A., Kim, J.*, Wang, C. S., Menon, T., & Webster, B.* (2018). Regulatory focus and conspiratorial perceptions: The importance of personal control. *Personality and Social Psychology Bulletin*, 45(1), 3-15.
4. Whitson, J. A., Anicich, E. M.*, Wang, C., & Galinsky, A. D. (2017). Navigating stigma and group conflict: Group identification as a cause and consequence of self-labeling.

Negotiation and Conflict Management Research, 10(2), 88-106.

5. Wang, C. S., Whitson, J. A., Anicich, E. M.*, Kray, L. J., Galinsky, A. D. (2017). Challenge your stigma: How to reframe and revalue negative stereotypes and slurs. *Current Directions in Psychological Science*, 26(1), 75-80.
6. Landau, M.†, Kay, A. C. †, & Whitson, J. A.† (2015). Compensatory control and the appeal of a structured world. *Psychological Bulletin*, 141(3), 694-722.
† All authors contributed equally to this work.
7. Whitson, J. A., Wang, C. S., See, Y. H. M., Baker, W. A, & Murnighan, K. (2015). How, when, and why recipients and observers reward good deeds and punish bad deeds. *Organizational Behavior and Human Decision Processes*, 128, 84-95.
8. Whitson, J. A., Wang, C. S., Kim, J.*, Cao, J.*, & Scrimshire, A.* (2015). Responses to normative and norm-violating behavior: Culture, job mobility, and social inclusion and exclusion. *Organizational Behavior and Human Decision Processes*, 129, 24-35.
9. Whitson, J. A., Galinsky, A. D., & Kay, A. C. (2015). The emotional roots of conspiratorial perceptions, system justification, and belief in the paranormal. *Journal of Experimental Social Psychology*, 56, 89-95.
10. Whitson, J. A., Weber, K., Hirsch, P., & Bermiss, Y. S. (2013). Chemicals, companies, and countries: The concept of diffusion in management research. *Research in Organizational Behavior*, 33, 135-150.
11. Galinsky, A. D., Wang, C. S., Whitson, J. A., Anicich, E. M.*, Hugenberg, K., & Bodenhausen, G. V. (2013). The reappropriation of stigmatizing labels: The reciprocal relationship between power and self-labeling. *Psychological Science*, 24(10), 2020-2029.
12. Whitson, J. A., Liljenquist, K. A., Galinsky, A. D., Magee, J. C., Gruenfeld, D. H., & Cadena, B. (2013). The blind leading: Power reduces awareness of constraints. *Journal of Experimental Social Psychology*, 49(3), 579-582.
13. Galinsky, A. D., Whitson, J. A., Huang, L., & Rucker, D. D. (2012). Not so fluid and not so meaningful: Toward an appreciation of content-specific compensation. *Psychological Inquiry*, 23(4), 339-345.
14. Wang, C. S., Whitson, J. A., & Menon, T. (2012). Culture, control, and illusory pattern perception. *Social Psychological and Personality Science*, 3(5), 630-638.
15. Loyd, D. L., Phillips, K. W., Whitson, J. A., & Thomas-Hunt, M. C. (2010). Expertise in your midst: How congruence between status and speech style affects reactions to unique knowledge. *Group Processes & Intergroup Relations*, 13(3), 379-395.
16. Kay, A. C., Whitson, J. A., Gaucher, D.*, & Galinsky, A. D. (2009). Compensatory control: Achieving order through the mind, our institutions, and the heavens. *Current Directions in Psychological Science*, 18(5), 264-268.

17. Galinsky, A. D., Magee, J. C., Gruenfeld, D. H., Whitson, J. A., & Liljenquist, K. A. (2008). Power reduces the press of the situation: Implications for creativity, conformity, and dissonance. *Journal of Personality and Social Psychology*, 95(6), 1450-1466.
18. Whitson, J. A. & Galinsky, A. D. (2008). Lacking control increases illusory pattern perception. *Science*, 322(5898), 115-117.

MEDIA MENTIONS

Fried, C. (June 11, 2019). Abusing a Co-Worker? Watch Your Back. *UCLA Anderson Review*. <https://www.anderson.ucla.edu/faculty-and-research/anderson-review/retaliation>

Fried, C. (March 6, 2019). The Malleability of Who Falls for Conspiracy Theories. *UCLA Anderson Review*. <http://www.anderson.ucla.edu/faculty-and-research/anderson-review/prevention-promotion>

Fried, C. (February 7, 2018). Bystanders are Tougher than Victims in Punishing Office Misbehavior. *UCLA Anderson Review*. <https://www.anderson.ucla.edu/faculty-and-research/anderson-review/punish-co-workers>

Fried, C. (February 11, 2018). Mobile Workers More Likely to Cold-Shoulder a Dishonest Co-Worker. *UCLA Anderson Review*. <https://www.anderson.ucla.edu/faculty-and-research/anderson-review/workplace-mobility>

Dai, S. (June 30, 2017). David Bouhadana Has a Problem, and We Need to Talk About It. *Eater New York*. <https://ny.eater.com/2017/6/30/15841234/david-bouhadana-japanese-accent-sushi-by-bou>

Dickey, C. (June 8, 2017). The New Paranoia. *New Republic*. <https://newrepublic.com/article/142977/new-paranoia-trump-election-turns-democrats-conspiracy-theorists>

Cummings, W. (February 17, 2017). Analysis: Trump is a master of language. *USA Today*. <https://www.usatoday.com/story/news/politics/2017/02/17/trump-rhetoric-techniques/97463770/>

Cirino, E. (January 25, 2017). Even Scientists Act Superstitious at Sea. *Nautilus*. <http://nautil.us/blog/even-scientists-act-superstitious-at-sea>

Stafford, D. (Producer). (November 18, 2016). UCLA Anderson FEMBA Drive Time [Audio podcast]. Retrieved from <https://dylanucla.wordpress.com/2016/11/18/ever-felt-out-of-control-at-work-faculty-spotlight-featuring-assistant-professor-jennifer-whitson/>

Zimmerman, J. (September 22, 2015). ‘This Goes All the Way to the Queen’: The Puzzle Book that Drove England to Madness. *Haslitt*. <https://hazlitt.net/feature/goes-all-way-queen->

[puzzle-book-drove-england-madness](#)

Collins, M. (February 6, 2015). In One Ear and Out the Other: What Powerful People Do Differently. *Texas Enterprise*. <http://www.texasenterprise.utexas.edu/2015/02/06/research-brief/one-ear-and-out-other-what-powerful-people-do-differently>

Robson, D. (October 31, 2014). Psychology: The Truth About the Paranormal. *BBC Future*. <http://www.bbc.com/future/story/20141030-the-truth-about-the-paranormal>

Simon, J. (May 22, 2013). Keeping Calm When You're on the Clock. *Texas Enterprise*. www.texasenterprise.utexas.edu/2013/05/22/workplace/stress-tips-keeping-calm-at-work

Rubinfeld, S. (February 21, 2013). Study Finds 'High-Power' People Unaware of Risks. *Wall Street Journal*. <http://blogs.wsj.com/corruption-currents/2013/02/21/study-finds-high-power-people-unaware-of-risks/>

Knighton, C. (Writer) & Sable, K. (Director). (October 28, 2012). [Television series episode]. In R. Morrison (Executive producer), *CBS Morning News*.

Sayenga, K. (Writer). (August 8, 2012). Did We Invent God? [Television series episode]. In Freeman, M., McCreary, L., Mercer, T., Younger, J., & Andreae, L. (Executive Producers), *Through the Wormhole with Morgan Freeman*.

Hutson, M. (2012). The 7 Laws of Magical Thinking: How Irrational Beliefs Keep Us Happy, Healthy, and Sane. New York, NY: Hudson Street Press.

Sundem, G. (2012). Brain Trust: 93 Top Scientists Reveal Lab-Tested Secrets to Surfing, Dating, Dieting, Gambling, Growing Man-Eating Plants, and More! New York, NY: Three Rivers Press.

Hutson, M. (January 22, 2012). Horoscopes in the East vs. West. *Magical Thinking Book Block*. <http://magicalthinkingbook.com/2012/01/horoscopes-in-the-east-vs-west/>

Shermer, M. (February 2010). How a Lack of Control Leads to Superstition. *Scientific American Magazine*.

Perreault, M. (February 13, 2009). Les superstitieux sont moins stressés. *Cyberpresse.ca* [Canada]. <http://www.cyberpresse.ca/vivre/societe-et-sexualite/200902/13/01-826952-les-superstitieux-sont-moins-stresses.php>

W czasie kryzysu oszuka cię własny umysł. (January 10, 2009). *Puls Biznesu* [Poland]. <http://www.pb.pl/Default2.aspx?ArticleID=bc4cc8c7-f906-4b4e-b5ca-41631d87ec1b&ref=lastadd>

Understanding Money Behavior in a Financial Crisis. (December 31, 2008). *Yahoo! Finance*.

The Psychology of Political Power. (December 6, 2008). *Newsweek*.

For Investors, Dealing With a Loss of Control. (October 7, 2008). *The Wall Street Journal*.
<http://online.wsj.com/article/SB122333709375409655.html>

Chaos may make you see 'things.' (October 6, 2008). *The Boston Globe*.

Stressed people 'are more likely to be superstitious'. (October 3, 2008). *Daily Mail Reporter*,
 United Kingdom.
<http://www.dailymail.co.uk/health/article-1067252/Stressed-people-likely-superstitious.html>

Baseball and superstition. (October 3, 2008). *Chicago Tribune*.

Tierney, J. (October 3, 2008). See a Pattern on Wall Street? *New York Times*.
<http://tierneylab.blogs.nytimes.com/2008/10/03/see-a-pattern-here/?hp>

Devlin, K. (October 3, 2008). Stress 'makes people more superstitious.' *Telegraph.co.uk*.
<http://www.telegraph.co.uk/health/3122794/Stress-makes-people-more-superstitious.html>

Feeling Powerless? Do I Have a Conspiracy Theory for You. (October 2, 2008). *Newsweek*.

Of Jock Straps and Conspiracy Theories. (October 2, 2008). *Psychology Today*.

Steenhuysen, J. (October 2, 2008). Lack of control seen fueling superstitions. *Reuters*.
<http://www.reuters.com/article/scienceNews/idUSTRE4917Q720081002>

O'Hanlon, L. (October 2, 2008). Feeling insecure can lead to mind games. *MSNBC*.
<http://www.msnbc.msn.com/id/26996326/>

INVITED ADDRESSES

Research

- University of Toronto, Rotman School of Management, March 2021 [remote]
- University of Southern California, Marshall School of Business, Los Angeles, April 2018
- University of Illinois, Social Action Lab, Chicago, March 2018
- UTism 2018: The Cognitive Science of Disruption, University of Toronto Interdisciplinary Symposium on the Mind, University of Toronto, February 2018
- University of Arizona, Eller College of Management, April 2015
- University of Michigan, Ross School of Business, February 2015
- The University of Texas at Austin, Lyndon B. Johnson School of Public Affairs, Faculty & PhD Colloquium Spring Series, March 2015
- INSEAD, January 2015
- University of California, Riverside, Anderson School of Management, December 2014
- University of California, Los Angeles, Anderson School of Management, December 2014
- University of California, Berkeley, Haas School of Business, March 2014

- The University of Texas at Austin, Psychology Department, October 2011
- Texas A&M, College Station, September 2010
- Atheist Community of Austin, Austin, TX, February 2010
- Center for Inquiry, Austin, TX, December 2008

Negotiation Workshops

- The University of Texas at Austin, graduate student members of the Society of Women Engineers, UT Austin chapter, October 2014; Negotiation Techniques and Skills Seminar
- The University of Texas at Austin, Lyndon B. Johnson School of Public Affairs, April 2013; Salary Negotiation Workshop

CONFERENCE PRESENTATIONS

Wang, C. S., Whitson, J. A., King, B., & Ramirez, R. (May, 2020) Social movements, workplace allies, and the labeling of gender equity policy changes. Invited presentation at the Organization Science Special Issue Conference on “Experiments in Organization Theory”, Tucson, AZ (remotely presented).

Whitson, J. A. (May 2019). Compensatory control, structure-seeking, and conspiracy theories In J.-W. Van Prooijen (Chair), *The Psychology of Conspiracy Beliefs*. Invited symposium presented at the annual American Psychological Association Conference, Washington, D.C.

Whitson, J. A., Kim, J., Wang, C. S., Menon, T., & Webster, B. D. (May 2019). Regulatory focus and conspiratorial perceptions: The importance of personal control. In S.-C. Huang (Chair), *Social and Cognitive Perspectives on Goals*. Invited symposium presented at the annual Society for the Science of Motivation Conference, Washington, D.C.

Whitson, J. A., Wang, C. S., & Bonner, J. (March 2018). Punishment contingency and unethical behavior: The roles of uncertainty and empathy. In Savani, K., & Ma, A. (Chairs), *Interpersonal consequences of existential threats: Punishment, unethical behavior, religiosity, and stereotyping*. Symposium presented at the annual Society for Personality and Social Psychology Conference, Atlanta, GA.

Whitson, J. A., Kim, J., Wang, C. S., Menon, T., & Webster, B. D. (October 2017). Regulatory focus and resistance to conspiracy theories: The immunizing effects of a sense of control. In M. J. Landau (Chair), *False Beliefs, True Believers: Why We Know What Ain't So, and How to Know Better*. Symposium presented at the annual Society for Experimental Social Psychology Conference, Boston, MA.

Wang, C. S., Bonner, J., Greenbaum, R. and Whitson, J. (August 2016). Punishment contingency and unethical behavior: The role of uncertainty and justice perceptions. Paper presented at the annual Academy of Management Conference, Anaheim, CA.

Whitson, J. A. (August 2016). The effects of perceived gender inequality on organizational cultures of innovation. In A. N. Smith and M. B. Watkins (Chairs), *The EVERest project*:

Executive women at the intersection of race, gender, and power. Symposium presented at the annual Academy of Management Conference, Anaheim, CA.

- Selected for inclusion in the All-Academy Theme (AAT) program

Wang, C. S., Whitson, J. A., Kim, J., Menon, T., Webster, B. D. (August 2016). Culture, regulatory focus, and resistance to conspiracy theories: The immunizing effects of personal control. In J. Cho and S. Liu (Chairs), What underlies cultural differences and how to manage the differences. Symposium presented at the annual Academy of Management Conference, Anaheim, CA.

Whitson, J. A. (February 2016). Group identification as a cause, consequence, and moderator of self-labeling with a stigmatizing label. In S. Townsend and E. Hall (Chairs), What's in a Name?: The Powerful Effects of Labels for Others and the Self. Symposium presented at the annual Society for Personality and Social Psychology Conference, San Diego, CA.

Whitson, J. A. (August 2015). Invited session chair of It's Not Love: Factors that Motivate Negotiator Cognition. Session at the annual Academy of Management Conference, Vancouver, BC, Canada.

Whitson, J. A., Wang, C. S., Menon, T., Kim, J., & Webster, B. (February 2015). Regulatory focus and the cultural antecedents of illusory pattern perception. Poster presented at the annual Society for Personality and Social Psychology Conference, Long Beach, CA.

Whitson, J. A. (August 2014). Group identification as a cause, consequence, and moderator of self-labeling with a stigmatizing label. In A. D. Galinsky (Chair), The Power of Words: The Role of Re-naming, Re-labeling, and Self-labeling Stigmatized Groups. Symposium presented at the annual Academy of Management Conference, Philadelphia, PA.

Ha, J., Whitson, J. A., & Ku, G. (February 2014). The effects of intuitive versus rational thinking styles on illusory pattern perception and creativity. Poster presented at the annual Society for Personality and Social Psychology Conference, Austin, TX.

Whitson, J. A. (September 2013). Group identification and the reappropriation of stigmatized labels. In A. D. Galinsky (Chair), Confronting Stigmatizing Labels: The Role of Re-naming, Re-labeling, and Self-labeling. Symposium presented at the annual Society for Experimental Social Psychology Conference, Berkeley, CA.

Wang, C. S., Whitson, J. A., Kim, J., Cao, J., & Scrimshire, A. (August 2013). Culture, mobility, and the selection of norm enforcement strategies. Paper presented at the annual Academy of Management Conference, Orlando, FL.

Whitson, J. A., Liljenquist, K. A., Galinsky, A. D., Magee, J. C., & Gruenfeld, D. H. (August 2012). The blind, leading: How power reduces awareness of constraints in the environment. Paper presented at the annual Academy of Management Conference, Boston, MA.

- Finalist for the Best Paper Award from the Academy of Management's Managerial

and Organizational Cognition (MOC) Division.

Wang, C. S., Whitson, J.A., & Murnighan, K. (January 2012). Rewarding honesty and punishing deception: Comparing direct and third-party responses. Poster presented at the annual Society for Personality and Social Psychology Conference, San Diego, CA.

Ku, G., Whitson, J.A., & Inesi, E. (January 2012). Power, failure, and regret. Poster presented at the annual Society for Personality and Social Psychology Conference, San Diego, CA.

Galinsky, A. D., Wang, C. S., & Whitson, J.A. (August 2010). Say it proudly: Gaining power by reappropriating stigmatizing labels. Paper presented at the annual Academy of Management Conference, Montreal, Canada.

Wehrung, J., Whitson, J. A., & Amanatullah, E. T. (August 2010). Whose fault is it anyway? Attributions of blame follow attempts to resolve problems at work. Paper presented at the annual Academy of Management Conference, Montreal, Canada.

Whitson, J. A., Wang, C. S., & Menon, T. (June 2010). Cross-cultural differences in sense-making after losing control. Paper presented at the 23rd annual International Association of Conflict Management Conference, Boston, MA.

Huang, L., Galinsky, A. D., & Whitson, J. A. (June 2010). Mind-body dissonance causes illusory pattern perceptions. Poster presented at the 23rd annual International Association of Conflict Management Conference, Boston, MA.

Amanatullah, E. T. & Whitson, J. A. (August 2009). (Un)realistic optimism? How not internalizing performance can lead to riskier strategic decisions. Paper presented at the annual Academy of Management Conference, Chicago, IL.

Galinsky, A. D., Magee, J. C., Gruenfeld, D. H., Whitson, J. A., & Liljenquist, K. A. (June 2009). Power and overcoming obstacles: Implications for disobedience and bystander intervention. Paper presented at the 22nd annual International Association of Conflict Management Conference, Kyoto, Japan.

Galinsky, A. D., Rucker, D. D., & Whitson, J. A. (May 2009). Lacking power and control: Compensatory consumption and compensatory pattern perception. In A. Shirako (Chair), Power to the Powerless: An Exploration of the Influence and Compensation Strategies of Low Power Individuals. Symposium presented at the annual Association for Psychological Science Conference, San Francisco, CA.

Whitson, J. A. & Galinsky, A. D. (February 2009). Voices in the static: The false perception of patterns in the noise of everyday life. In L. Damisch (Chair), Exploring the Irrational: Antecedents and Consequences of Magical Beliefs and Superstitions. Symposium presented at the annual Society for Personality and Social Psychology Conference, Tampa, FL.

Whitson, J. A. (August 2007). Volatility and illusory correlations in stock market evaluations. Paper presented at the annual Academy of Management Conference, Philadelphia, PA.

Whitson, J. A. (August 2006). Illusory sensemaking: The effect of uncertainty on the false perception of patterns. Paper presented at the annual Academy of Management Conference, Atlanta, GA.

- Best Student Paper Award from the Academy of Management's Managerial and Organizational (MOC) Division

Phillips, K. W., Loyd, D. L., Thomas-Hunt, M. C., & Whitson, J.A. (July 2006). Can low status experts be influential?: An examination of the impact of confidence and timing. Paper presented at the annual INGroup Conference, Pittsburgh, PA.

Whitson, J. A. (June 2006). From uncertainty to sensemaking: A theoretical integration of pattern perception. Poster presented at the 19th annual International Association for Conflict Management Conference, Montreal, Canada.

Whitson, J.A. (August 2005). Voices in the static: The false perception of patterns in the noise of everyday life. Paper presented at the annual Academy of Management Conference, Honolulu, HI.

Whitson, J. A. & Hirsch, P. (August 2005). The diffusion of diffusion: The evolution of managerial discourse. Poster presented at the annual Academy of Management Conference, Honolulu, HI.

Galinsky, A. D., Magee, J. C., Gruenfeld, D. H., Whitson, J.A., Liljenquist, K. A., & Cadena, B. (August 2004). Under the influence? Power and immunity to environmental and social influence. Paper presented at the annual Academy of Management Conference, New Orleans, LA.

Thomas-Hunt, M. C., Phillips, K. W., Loyd, D. L., & Whitson, J. A. (August 2004). Who gets heard? The impact of status on perceptions of experts' behavior in groups. Symposia presented at the annual Academy of Management Conference, New Orleans, LA.

Galinsky, A. D., Magee, J. C., Gruenfeld, D. H., Whitson, J. A., Liljenquist, K. A., & Cadena, B. (June 2003). Power and the inattention to obstacles and social constraint: Implications for disobedience and conformity. Paper presented at the 16th annual International Association for Conflict Management Conference, Melbourne, Australia.

Hirsch, P. & Whitson, J. A. (July 2002). Decoupling, hypocrisy, and resistance: Demystifying the diffusion of innovations. Paper presented at the 18th EGOS Colloquium, Barcelona, Spain.

Whitson, J. A. (May 1999). How parents think about their deceased infants. Presented at the University of California (Irvine) Undergraduate Research Symposium, Irvine, CA.

NEGOTIATIONS EXERCISES

Whitson, J. A. & Unzueta, M. M. (2020) *Quick Deals: Three Rapid-fire Distributive Negotiations*. Dispute Resolution Research Center.

ADVISING EXPERIENCE

Dissertation Committee Member

Lyangela Gutierrez, UCLA Anderson School of Management, Management & Organizations, Expected 2021

Linda Nguyen, UCLA Anderson School of Management, Management & Organizations, Expected 2021

Jieun Pai, UCLA Anderson School of Management, Management & Organizations, Spring 2020

- Title: Getting Along to Get Ahead: Status Attainment of Low-Status Individuals

Chelsea Ann Cornelius, The University of Texas at Austin, Psychology, Summer 2014

- Title: Effect of Randomness on Control-Seeking Behavior in Children

Jeffrey Paul Wehrung, The University of Texas at Austin, Management, Summer 2012

- Title: Coworker Responses to an Employee's Inflated Self-Views and Level of Entitlement

Thesis Committee Member

Hanna Marie Murphy-Pack, LBJ School of Public Policy (MBA and Master of Global Policy Studies), Spring 2014

- Title: Small and Medium Enterprises as Tools in International Development

Faculty Advisor, University of Texas Undergraduate Research Assistantship Program

Sarah Mithani, Spring 2015

Holly Sherburne, Fall 2014

Catherine Tu, Spring 2014

Li Cai, Fall 2013

Syeda Fatima Javaid, Spring 2013

Cecilia Hoefl, Fall 2011-Spring 2012

Veronica Bluhm, Fall 2011

Sam Wu, Spring 2011

Addison Gorbet, Fall 2010

Corey Bischoff, Fall 2008 and Spring 2010

Jane Mathew, Spring 2009-Fall 2009

TEACHING EXPERIENCE

Instructor, *Organizational Behavior*, MBA Class, UCLA Anderson School of Management

- Eleven courses taught, Spring 2016-Pre-term 2019
- Course evaluations (out of 5.0 with 1 as the lowest and 5 as the highest ranking) for MGMT 409:
 - *Instructor*: Achieved: **4.9**; Average: **4.5**

- *Course:* Achieved: **4.6**; Average: **3.9**

Instructor, *Leadership Foundations*, FEMBA Class, UCLA Anderson School of Management

- Five courses taught, Pre-term 2016-2020
- Course evaluations (out of 5.0 with 1 as the lowest and 5 as the highest ranking) for MGMT 414a:
 - *Instructor:* Achieved: **5.0** (4.94); Average: **4.9**
 - *Course:* Achieved: **4.9**; Average: **4.8**

Instructor, *Leadership Foundations*, MBA Class, UCLA Anderson School of Management

- Four courses taught, Pre-term 2016-2019
- Course evaluations (out of 5.0 with 1 as the lowest and 5 as the highest ranking) for MGMT 414a:
 - *Instructor:* Achieved: **4.9**; Average: **4.9**
 - *Course:* Achieved: **4.8**; Average: **4.7**

Instructor, *Negotiations Behavior*, MBA Class, UCLA Anderson School of Management

- Three courses taught, Fall 2019-Fall 2020
- Course evaluations (out of 5.0 with 1 as the lowest and 5 as the highest ranking) for MGMT 286:
 - *Instructor:* Achieved: **4.9**; Average: **4.8**
 - *Course:* Achieved: **4.8**; Average: **4.7**

Instructor, *Communications II: Negotiating Through Difference*, MBA Class, UCLA Anderson School of Management

- Two courses taught, Spring 2019
- Course evaluations (out of 5.0 with 1 as the lowest and 5 as the highest ranking) for MGMT 421b:
 - *Instructor:* Achieved: **4.7**; Average: **4.5**
 - *Course:* Achieved: **4.3**; Average: **4.1**

Instructor, *The Art and Science of Negotiation*, MBA Class, McCombs School of Business

- Fifteen courses taught, Fall 2007-Fall 2008, Fall 2010-2014
- Course Evaluations (out of 5.0 with 1 as the lowest and 5 as the highest ranking) for MAN 383.20:
 - *Instructor:* Achieved: **4.8**; Average: **4.4**
 - *Course:* Achieved: **4.6**; Average: **4.2**

Instructor, *Power and Politics*, MBA Class, McCombs School of Business

- One course taught, Fall 2014
- Course Evaluations (out of 5.0 with 1 as the lowest and 5 as the highest ranking) for MAN 383.20:
 - *Instructor:* Achieved: **4.1**
 - *Course:* Achieved: **3.8**

Instructor, *The Art and Science of Negotiation (two-credit course)*, MBA Class, McCombs

School of Business

- Two courses taught, Fall 2009
- Course Evaluations (out of 5.0 with 1 as the lowest and 5 as the highest ranking) for MAN 283.20:
 - *Instructor:* Achieved: **4.4**; Average: **4.4**
 - *Course:* Achieved: **4.3**; Average: **4.3**

Instructor, *The Art and Science of Negotiation*, Undergraduate Class, McCombs School of Business

- Four courses taught, Fall 2008-Fall 2010
- Course Evaluations (out of 5.0 with 1 as the lowest and 5 as the highest ranking) for MAN 337.21:
 - *Instructor:* Achieved: **4.5**; Average: **4.4**
 - *Course:* Achieved: **4.5**; Average: **4.4**

Instructor, *Negotiations*, MBA Class, Kellogg School of Management

- Five courses taught, Summer 2004-Spring 2007
- Course Evaluations (out of 10 with 1 as the lowest and 10 as the highest ranking):
 - *Instructor:* Achieved: **9.1**; Average: **8.8**
 - *Course:* Achieved: **9.3**; Average: **8.9**

EDITORIAL WORK

Editorial Board

Journal of Personality and Social Psychology
Organizational Behavior and Human Decision Processes

Ad Hoc Journal Reviewer

Administrative Science Quarterly
Academy of Management Review
Organization Science
Management Science
Organizational Behavior and Human Decision Processes
European Journal of Social Psychology
British Journal of Psychology
British Journal of Social Psychology
Psychonomic Bulletin and Review
Social & Personality Psychology Compass
Negotiation and Conflict Management Research
Social Behavior and Personality
Journal of Conflict Resolution
Journal of Consumer Research
Language Sciences
Applied Cognitive Psychology
Journal of Cross-Cultural Psychology
Journal of Behavioral Decision Making

Journal of Experimental Social Psychology
Journal of Personality and Social Psychology
Journal of Experimental Psychology – General
Personality and Social Psychology Bulletin
Psychological Science
 INFORM/OS Dissertation Proposal Competition
 National Science Foundation

Conference Reviewer

Academy of Management

- Organizational Behavior Division (reviewer award, 2011)
- Managerial and Organizational Cognition Division (reviewer award, 2013)
- Conflict Management Division

International Association of Conflict Management

ACADEMIC SERVICE

2020-2021

- UCLA Academic Senate Legislative Council
- UCLA Anderson Teaching Improvement Committee
- Ad Hoc Committee for Appointment to Term Chair
- Management & Organizations Area PhD Liason (3 year term)

2019-2020

- UCLA Academic Senate Legislative Council
- Management & Organizations Area PhD Liason (3 year term)

2018-2019

- UCLA Academic Senate Legislative Council
- UCLA Anderson Staffing Committee (Junior Faculty Position)
- Management & Organizations Area Speaker Series (with Hengchen Dai)
- International Association of Conflict Management Dissertation Award Committee

2017-2018

- Management & Organizations Area Hiring Committee
- Management & Organizations Area Ph.D. Admissions Committee
- Management & Organizations Area Speaker Series (with Jenessa Shapiro)

2016-2017

- Management & Organizations Area Course Content Committee
- Management & Organizations Area Ph.D. Admissions Committee
- Management & Organizations Area Speaker Series (with Jenessa Shapiro)

2015-2016

- Management & Organizations Area Ph.D. Admissions Committee

2014-2015

- Lab Manager (with Emily Amanatullah)
- Bonham Fund Proposal Evaluation Committee
- University of Texas Freshman Interest Group Guest Speaker, on the practice and

value of scientific research, Fall 2014

2013-2014

- Lab Manager (with Emily Amanatullah)
- Management Department Speaker Series and Work-in-Progress (WIP) Lunch Co-Manager (with Ram Ranganathan)
- Bonham Fund Proposal Evaluation Committee
- McCombs Staff Leadership Growth Program Discussion Leader (with Caroline Bartel), Summer 2013

2012-2013

- Lab Manager (with Emily Amanatullah)
- Ph.D. Admissions Committee
- Teaching Review Committee (with Janet Dukerich) for Senior Lecturer Douglas Dierking
- Bonham Fund Proposal Evaluation Committee

2011-2012

- Management Department Executive Committee (Junior Faculty Position)
- Lab Manager (with Emily Amanatullah)
- Ph.D. Admissions Committee
- Bonham Fund Proposal Evaluation Committee

2010-2011

- Lab Manager (with Emily Amanatullah)
- McCombs Facilities Master Plan Learning Environments Focus Group
- Bonham Fund Proposal Evaluation Committee

2009-2010

- Lab Manager (with Emily Amanatullah)

2008-2009

- Lab Manager (with Emily Amanatullah and Paul Martorana)
- Promotion Review Subcommittee (Junior Faculty Position) for Luis Martins to Associate Professor (with tenure)

2006-2007

- Doctoral Student Co-President

2005-2006

- Doctoral Student Co-President
- Kellogg Doctoral Program Admissions Committee, Doctoral Student Representative
- Organizer for Kellogg Doctoral Program Admissions Weekend

2004-2005

- Doctoral Student Co-President
- Organizer for Kellogg Doctoral Program Admissions Weekend

2003-2004

- Organizer for Dispute Research and Resolution Center Work-in-Progress Lecture Series
- Kellogg Doctoral Program Admissions Committee, Doctoral Student Representative

2002-2003

- Kellogg Doctoral Program Admissions Committee, Doctoral Student Representative