

Naomi B. Rothman
Charlotte and Robert L. Brown III '78 Research Fellow
Director of Management Major Program
PDW Chair, Managerial and Organizational Cognition Division, AOM

Work		Home
Associate Professor, Lehigh University Department of Management College of Business and Economics 621 Taylor Street Bethlehem, Pennsylvania 18015	Tel: 610-758-4452 Cell: 217-419-3373 Email: nbr211@lehigh.edu ;	198 Van Vorst St., Apt #508. Jersey City, NJ 07302

EDUCATION

Ph.D. Organizational Behavior, Stern School of Business, New York University, NY	2008
<ul style="list-style-type: none">Dissertation: How to Lose Friends But Make Others Think: The Social Consequences of Expressing Emotional Ambivalence	
B.A. Sociology, University of California at Davis, CA	2000
<ul style="list-style-type: none">Highest Honors (2000), Phi Beta Kappa (1999), Honors Program (1996-1997), Citation for Outstanding Performance, Sociology Department (2000)	
Junior Year Study Abroad, University of Sussex, England	1998

PROFESSIONAL EXPERIENCE

<i>Associate Professor</i> , Department of Management, Lehigh University	2017-Present
<i>Visiting Scholar</i> , New York University, Spring 2019	2011-2017
<i>Assistant Professor</i> , Department of Management, Lehigh University	2008-2011
<i>Assistant Professor</i> , Department of Business Administration, University of Illinois at Urbana-Champaign	2002-2008
<i>Research Assistant</i> , Department of Management and Organizations, Stern School of Business, New York University	2000-2002
<i>Research Assistant & Policy Analyst</i> , Social Policy Research Associates, Oakland, CA	1999-2000
<i>Research Intern</i> , The Department of Human Assistance, Sacramento, CA	Summer, 1999

RESEARCH INTERESTS

Emotions; Power & Status; Negotiations

PUBLICATIONS IN REFEREED JOURNALS

- Rothman, N.B.** & Melwani, S. (2017). Feeling Mixed, Ambivalent, and In Flux: The Social Functions of Emotional Complexity for Leaders, *Academy of Management Review, Special Issue on Integrating Affect and Emotion in Management Theory*, 42, 259-282. (Accepted Feb 21, 2016; Published Online March 25, 2016)

2. **Rothman, N.B.**, Pratt, M.G., Rees, L. & Vogus, T.J. (2017). Understanding the Dual Nature of Ambivalence: Why and When Ambivalence Leads to Good and Bad Outcomes, *Academy of Management Annals*. 11, 33-72. (Accepted October 19, 2016)
3. Methot, J. R., Melwani, S., & **Rothman, N. B.** (2017). The Space Between Us: A Social-Functional Emotions View of Ambivalent and Indifferent Workplace Relationships, *Journal of Management*. 43, 1789-1819. (Accepted December 2, 2016).
 - Media: Entrepreneur.com 5/5/17
4. Belkin, L. & **Rothman, N.B.** (2017). Do I Trust You? Depends on What you Feel: Interpersonal Effects of Emotions on Initial Trust at Zero-Acquaintance, *Negotiation and Conflict Management Research*, 10, 3-27. (Accepted October 26, 2016)
5. **Rothman, N.B.** & Magee, J.C. (2016). Affective Expressions in Groups and Inferences about Members' Relational Well-Being: The Effects of Socially Engaging and Disengaging Emotions, *Cognition & Emotion, Special Issue on Emotions in Groups*, 30, 150-166. (Available online 16, March, 2015).
6. **Rothman, N.B.**, & Northcraft, G. (2015). Unlocking Integrative Potential: Expressed Emotional Ambivalence and Negotiation Outcomes, *Organizational Behavior and Human Decision Processes*, 126, 65-76. (Available online 1, December, 2014).
7. Vogus, T., **Rothman, N.B.**, Sutcliffe, K., & Weick, K. (2014). The Affective Foundations of High Reliability Organizing. *Journal of Organizational Behavior*, 35, 592-596.
8. Galinsky, A.D., Magee, J.C., Rus, D., **Rothman, N.B.**, and Todd, A.R. (2014). Accelerating with Steering: The Synergistic Benefits of Combining Power and Perspective-Taking, *Social Psychological and Personality Science*, 5, 627-635.
 - Media: USA News 9/18/14; NY Magazine 9/18/14; Business News Daily 9/19/2014; Fast Company 9/30/2014; Omniagroup.com 11/10/14; International Association of Venue Managers (iavm.org) 9/17/2014
9. Blader, S., & **Rothman, N.B.** (2014). Paving the Road to Preferential Treatment with Good Intentions: Empathy, Accountability and Fairness, *Journal of Experimental Social Psychology*, 50, 65-81. Available online 11 September, 2013.
10. Rees, L.*, **Rothman, N.B.**, Lehavy, R., & Sanchez-Burks, J. (2013). The Ambivalent Mind Can Be a Wise Mind: Emotional Ambivalence Increases Judgment Accuracy, *Journal of Experimental Social Psychology*, 49, 360-367. (* = Doctoral Student)
 - Media: Featured by Psychology Progress, available at: <http://psychologyprogress.com/?p=11276>.
11. See, K.E, Morrison, E.W., **Rothman, N.B.**, & Soll, J.B. (2011). The Detrimental Effects of Power on Confidence, Advice Taking, and Accuracy, *Organizational Behavior and Human Decision Processes*, 116, 272-285.
 - Media: Forbes Magazine 8/23/11; Wall Street Journal 9/19/11; ABC News 9/19/11; Fox News 9/20/11
12. **Rothman, N.B.** (2011). Steering Sheep: How Expressed Emotional Ambivalence Elicits Dominance in Interdependent Decision-Making Contexts, *Organizational Behavior and Human Decision Processes*, 116, 66-82.

IN PRESS AND ACCEPTED PUBLICATIONS IN REFEREED JOURNALS

BOOK CHAPTERS, CONFERENCE PROCEEDINGS, AND OTHER PUBLICATIONS

1. **Rothman, N.B.**, Mason, M.F., & Wiley, E. (2016). The Downside of Deliberation: Why Decision Makers Who Deliberate Lose Influence *Proceedings of the Seventy-Sixth Annual Meeting of the Academy of Management*.
2. Melwani, S. & **Rothman, N.B.** (2015, January 20). Love-Hate Relationships at Work Might Be Good for You. Harvard Business Review. HBR.Org.
 - Media: New York Magazine 2/16/15; New York Magazine, 1/28/16; The Today Show 2/2/16; bustle.com 2/8/15; bustle.com 2/5/16; Thepayscale.com 2/8/15; rewireme.com 6/14/16; Huffingtonpost 1/5/16; Moneytalking WNYC 8/5/15; dailymail.co.uk 2/6/15
3. Marsh, J. K. & **Rothman, N. B.** (2013). The Ambivalence of Expert Categorizers. In M. Knauff, M. Pauen, N. Sebanz, & I. Wachsmuth (Eds.), *Proceedings of the 35th Annual Conference of the Cognitive Science Society* (pp. 984-989). Austin, TX: Cognitive Science Society.
4. Wiesenfeld, B. M., **Rothman, N.B.**, Wheeler-Smith S.L., & Galinsky, A.D. (2011, July-August). Why Fair Bosses Fall Behind. Harvard Business Review, 26.
 - Reprinted in: USAirways Magazine (8/11), TodayOnline (Singapore; 7/13/11)
 - Media: Financial Times (Alphaville Blog, 7/21/11), FirefighterNation (11/22/11)
5. Peters, M.*, **Rothman, N.B.**, & Northcraft, G.B. (2011). Beyond Valence: The Effects of Group Emotional Tone on Group Negotiation Behaviors and Outcomes. In E. Mannix, M. Neale, and J. Overbeck (Eds.), *Research on Managing Groups and Teams: Negotiation & Groups*. United Kingdom: Emerald. (*= Doctoral Student)
6. Blader, S., Wiesenfeld, B., **Rothman, N.B.**, Wheeler-Smith, S., (2010). Social Emotions and Justice: How the Emotional Fabric of Groups Determines Justice Enactment and Reactions." In E. Mannix, M. Neale, and E. Mullen (Eds.), *Research on Managing Groups and Teams: Justice & Groups* (pp.29-62). United Kingdom: Emerald.
7. See, K. E., **Rothman, N. B.**, & Soll, J. B. (2010). Powerful and unpersuaded: The implications of power for confidence, advice taking, and accuracy. In L. A. Toombs (Ed.), *Proceedings of the Seventieth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.
8. Morrison, E.W. & **Rothman, N.B.** (2009). Silence and the Dynamics of Power. In J. Greenberg & M.S. Edwards (Eds.), *Voice and Silence in Organizations*. United Kingdom: Emerald.
9. **Rothman, N.B.** & Wiesenfeld, B.M. (2007). The Social Consequences of Expressing Emotional Ambivalence in Groups and Teams. In E. Mannix, M. Neale & C. Anderson (Eds.), *Research on Managing Groups and Teams: Affect & Groups*. Oxford: Elsevier, pp. 275 - 308.
10. Horowitz, S., Buchanan, S., Alexandris, M., Anteby, M., **Rothman, N.**, Syman, S. & Vural, L. (2005). The rise of the freelance class: The new constituency of workers building a social safety net. Report, Working Today, Brooklyn, NY, 2005.

MANUSCRIPTS UNDER REVIEW

1. Melwani, S. & **Rothman, N.B.** The Push-and-Pull of Frenemies: When and Why Ambivalent Relationships Lead to Helping and Harming (*Invited for 2nd Revise and Resubmit*)

2. **Rothman, N.B.**, & Vitriol, J. (Alphabetical Order & Equal Authorship). Internal Conflict and Prejudice-Regulation: Emotional Ambivalence Buffers Against Defensive Responding to Implicit Bias Feedback – (under review)

WORKING PAPERS

1. **Rothman, N.B.**, Kouchaki, M., Smith-Crowe, K., Melwani, S., & Sankaran, K. Ambivalence as a Malleable Moral Compass?: Emotional Ambivalence can Decrease or Increase Morality Depending on the Situation – (manuscript in preparation for submission)
2. **Rothman, N.B.**, Mason, M.F., & Wiley, E. The Downside of Deliberation: Why Decision Makers Who Deliberate Lose Influence – (manuscript being revised for re-submission)
3. **Rothman, N.B.**, & Belkin, L. When Expressing Emotional Ambivalence Leads to Trust: The Effects of Being Unpredictable but Deliberative – (manuscript being written)
4. Marsh, J.K., & **Rothman, N.B.** Giving Experts the Benefit of the Doubt?: Reactions to Ambivalent and Uncertain Experts – (manuscript in preparation for submission)
5. **Rothman, N.B.**, Blader, S.L., & DeCremer, D. Feelings of Similarity, Belongingness, and Justice – (manuscript in preparation for submission)
6. **Rothman, N.B.***, Wheeler-Smith, S.*, Wiesenfeld, B.M.*, and Galinsky, A. The Unfair Shall Inherent the Earth: Why Unfair Leaders Gain Power but Lose Status (* = equal authorship) – (manuscript being revised)
7. **Rothman, N.B.***, Wheeler-Smith, S.*, Wiesenfeld, B.M.*, and Galinsky, A. Gaining Power but Losing Status: Why Unfair Leaders are Selected Over Fair Leaders (* = equal authorship) – (manuscript being revised)

RESEARCH IN PROGRESS

1. **Rothman, N.B.**, Morrison, E.W. & Melwani, S. & Sherf E.N. When and Why Leader Ambivalence Invites Proactivity in Followers – Data collection & analysis in progress
2. **Rothman, N.B.** Ambivalence as a Source of Uncertainty and Learning. Handbook of Uncertainty Management in Work Organizations. Oxford University Press. (Eds. Gudela Grote and Mark Griffin).
3. **Rothman, N.B.**, Walsh, K., Melwani, S., & Caza, B. Emotional Ambivalence and Cultures of Emotional Ambivalence as Sources of Resilience in the Face of Goal Conflict: A Study of Online Support Groups for Working Mothers – Data collection in progress
4. **Rothman, N.B.**, Melwani, S. The Social Functions of Shame in Workplace Social Interactions – Data analysis in progress.
5. **Rothman, N.B.**, Blader, S., & Young, M. Using Justice to Harness the Benefits of Anger – Data analysis in progress.

FELLOWSHIPS, HONORS & AWARDS

Research Related

- 2017 Society for Personality and Social Psychology, Small Research Grant, \$1500 (nationally competitive peer-reviewed grant) (PI: Joseph A. Vitriol; Co-PIs: Gordon Moskowitz, Michael

- Gill, Naomi B. Rothman)
Project: The First Step is to Admit There's a Problem: Identifying Factors that Reduce Defensive Dismissal of Implicit Racial Bias Feedback
- 2017 Society for Psychological Study of Social Issues, Research Grant-in-Aid, \$2,000 (nationally competitive peer-reviewed Grant) (PI: Joseph A. Vitriol; Co-PIs: Gordon Moskowitz, Michael Gill, Naomi B. Rothman)
Project: The First Step is to Admit There's a Problem: Identifying Factors that Reduce Defensive Dismissal of Implicit Racial Bias Feedback
- 2017 Carl & Ingeborg Beidleman Research Award in Business & Economics
- 2016-2020 Charlotte and Robert L. Brown III '78 Endowed Summer Research Fellowship
- 2015-2018 CBE Research Summer Support Grant, Lehigh University (\$10,000)
- 2014 Eugene Mercy, Jr. President and Provost's Fund for Faculty Development
- 2013, 2014 CBE Research Summer Support Grant, Lehigh University (\$7,500)
- 2014 Co-Chair, Showcase Symposium, Academy of Management
- 2010 Best Theoretical or Empirical Paper, Conflict Management Division, Academy of Management (with Kelly See, Elizabeth Morrison, and Jack Soll)
- 2007 Student Conference Travel Grant to INSEAD, France.
Conference: Emotional Capabilities in Organizations: The Influence of Context & Culture
- 2007 Dissertation Research Funding, Stern School of Business (\$3000)
- 2006-2007 Marcus Nadler Fellowship, Stern School of Business
- 2006 Organizational Behavior Doctoral Consortium, Academy of Management
- 2006 Chair, Showcase Symposium, Academy of Management
- 2002-2006 Doctoral Fellowship, New York University, Stern School of Business
- 2005 Student Author Award, Careers Division, Academy of Management

Teaching Related

- 2017 40 Best Undergraduate Business School Professors Under 40, Poets & Quants
- 2013 Recognition for commitment to Universal Design for Learning (UDL), Academic Support Services for Students with Disabilities Peer Mentors Program, Lehigh University
- 2008, 2009 List of Teachers Ranked as Excellent by their Students, University of Illinois
- 2006 Student Teaching Award, Stern School of Business (\$3,000)

Service Related

- 2009, 2010 Outstanding Reviewer, OB Division, Academy of Management
- 2005 Best Reviewer Award, Careers Division, Academy of Management

INVITED PRESENTATIONS

- Distances in Organizations, New York University, Discussant (May 2019)
- INSEAD, OB Department Seminar Series (May, 2019)
- Association for Psychological Science (APS) 31st Annual Convention, Invited Symposium Speaker (May, 2019)
- Boston University, OB Department Seminar Series (April, 2016)
- University of Maryland, Lab Group of Professor Rellie Derfler-Rozin (September, 2014)
- 18th Wharton Junior OB Conference, The Wharton School, University of Pennsylvania (November, 2012)
- Lehigh University, Department of Psychology, Brownbag (March, 2012)
- Annual Meeting of the Cohort of Researchers on Emotions at Work (CREW) (May, 2011)
- University of Illinois, Soc-Pers-Org Psychology Division Speaker Series (April, 2011)
- Lehigh University, Management Department (October, 2010)
- University of Illinois, Organizational Behavior Group (December, 2007)

- INSEAD, France, Emotional Capabilities in Organizations: The Influence of Context & Culture Conference (co-sponsored by U. of Michigan) (May, 2007)
- University of Illinois, Organizational Behavior Speaker Series (March 2007)
- Columbia & New York University Student Conference (March 2007)
- May Meaning Meeting, Washington University (May 2005)
- OB & Psychology Group, New York University (March 2004)

REFEREED CONFERENCE/SYMPOSIA PRESENTATIONS

- August, 2019 Academy of Management, Annual Meeting, Boston, MA
Symposium: Theoretical and Empirical Insights into Ethical Decision Making: The Role of the Social Context.
Paper: Is Emotional Ambivalence a Malleable Moral Compass? (with Kristin Smith-Crowe & Krithiga Sankaran)
- June, 2019 Behavioral Science and Policy Association, New York, NY
“Internal Conflict and Prejudice Regulation: Emotional Ambivalence Buffers Against Defensive Responding” (with Joseph Vitriol)
- February, 2019 SPSP Annual Convention, Portland, OR
Symposium: Upsides of Ambivalence: Emerging Research on Benefits of Mixed Feelings
Paper: Conflicted but Aware: Emotional Ambivalence Buffers Defensive Responding to Implicit Bias Feedback (with Joseph Vitriol)
- August, 2018 Academy of Management, Annual Meeting, Chicago, IL
Paper: Conflicted but Aware: Emotional Ambivalence Buffers Defensive Responding to Implicit Bias Feedback (with Joseph Vitriol)
- July 2018 Creating Uncertainty: An International Conference, Ascona, Switzerland
Paper: Conflicted but Aware: Emotional Ambivalence Buffers Defensive Responding to Implicit Bias Feedback (with Joseph Vitriol)
- July 2018 International Association of Conflict Management, Philadelphia, PA
Paper: Conflicted but Aware: Emotional Ambivalence Buffers Defensive Responding to Implicit Bias Feedback (with Joseph Vitriol)
- August 2017 Academy of Management, Annual Meeting, Atlanta, GA
Symposium: Navigating Close Relationships at Work: Challenges of Connecting in a Boundaryless World
Paper: Friend and Enemies: The Work-Related Outcomes of Ambivalent Relationships (with Shimul Melwani)
- August 2017 Academy of Management, Annual Meeting, Atlanta, GA
Symposium: Consequences of Emotional Displays: Customer Emotion, Distress at Work, Culture, and Trust
Paper: When Expressing Emotional Ambivalence Leads to Trust: The Effects of Being Unpredictable but Deliberative (with Liuba Belkin)
- August 2016 Academy of Management, Annual Meeting, Anaheim, CA
Paper: The Downside of Deliberation: Why Decision Makers Who Deliberate Lose Influence (with Elizabeth Wiley & Malia Mason, Presented by Elizabeth Wiley)

- August 2016 Academy of Management, Annual Meeting, Anaheim, CA
Paper: Emotional Displays and Partner Trust in Negotiations: The Role of Benevolence & Unpredictability (Presented by Liuba Belkin)
- June 2016 International Association of Conflict Management, New York, NY
Paper: Emotional Displays, Trustworthiness and Trust in Negotiations: The Stereotype Content Model Approach (Presented by Liuba Belkin)
- August 2015 Academy of Management, Annual Meeting, Vancouver, BC
Symposium: How Emotions Shape Team Functioning: Implications for Conformity, Compensation, and Conflict
Paper: The Functions of Shame and Vicarious Shame in Group Contexts (with Shimul Melwani)
- August 2015 Academy of Management, Annual Meeting, Vancouver, BC
Symposium: Interpersonal Influences of Emotions in the Workplace: New Directions in Theory and Research
Paper: Benefiting from Complexity: The Social Function of Emotional Complexity for Leaders (with Shimul Melwani)
- August 2014 Academy of Management, Annual Meeting, Philadelphia, PA
Showcase Symposium: Experiences and Outcomes of Ambivalence in Interpersonal Workplace Relationships
Paper: The Emotional, Cognitive and Behavioral Outcomes of Ambivalent Relationships (Presented by Shimul Melwani)
- August 2014 Academy of Management, Annual Meeting, Philadelphia, PA
To Trust or Not To Trust: Effects of Emotional Displays on Trust in Distributive Negotiations (Presented by Liuba Belkin)
- August 2014 Academy of Management, Annual Meeting, Philadelphia, PA
Symposium: Emotions as Information: Relying on Emotions to Enhance Judgment and Performance
Paper: Unlocking Integrative Potential: Emotional Ambivalence and Negotiation Outcomes (with Gregory Northcraft)
- August 2013 Academy of Management, Annual Meeting, Orlando, FL
Symposium: Feeling Bad, Mad and Bored: The Influence of Negative discrete Emotions on Performance
Paper: When Ambivalence Fails: Negative Perceptions of Ambivalent Experts (with J.K. Marsh)
- August 2013 35th Annual Conference of the Cognitive Science Society, Berlin, Germany.
The ambivalence of expert categorizers (Presented by J.K. Marsh)
- August 2012 Academy of Management, Annual Meeting, Boston, MA
Affective Expressions and Inferences of Social Attraction: The Effects of Socially Engaging and Disengaging Emotions (with Joe C. Magee)
- August 2012 Academy of Management, Annual Meeting, Boston, MA
Symposium: Emotional Expression & Suppression at Work: Theoretical considerations and new empirical evidence
Paper: Can Emotional Ambivalence Unlock Integrative Potential?: The Effects of Expressed Emotional Ambivalence on Integrative Behavior by Fellow Negotiators

- August 2012 Academy of Management, Annual Meeting, Boston, MA
But I don't even know you: Experiencing work meaningfulness from unmet beneficiaries (Presented by Teresa Cardador, with Gregory Northcraft, & Rohini Jalan)
- January 2012 Society for Personality and Social Psychology, 13th Annual Meeting
Symposium: The Emergence of Wise Crowds and Individuals: Social Psychological and Group and Individual Processes of the Wisdom-of-Crowds Effect
Paper: "The Emotionally Wise Crowd: Affective Dispersion, Wisdom-of-Crowds, and Forecasting Accuracy" (presented by Laura Rees*, with Reuven Lehavy, & Jeffrey Sanchez-Burks)
- February 2011 Society for Personality and Social Psychology, 12th Annual Meeting
The Emotionally Wise Market: The Influence of Affective Dispersion on Group & Individual Performance on a Judgment Task, poster presentation (presented by Laura Rees*, with Reuven Lehavy, & Jeffrey Sanchez-Burks)
- August 2010 International Society for Justice Research, 13th Annual biennial conference. "He's Got the Power. But Not the Status: Observers' Perceptions of Procedurally Unfair Leaders" (presented by Sara Wheeler-Smith & Batia Wiesenfeld)
- August 2010 Academy of Management, Annual Meeting, Montreal
Powerful and Unpersuaded: The Implications of Power for Confidence, Advice Taking, and Accuracy (Presented by Kelly See, with Elizabeth Morrison & Jack Soll)
- August 2010 Academy of Management, Annual Meeting, Montreal
Symposium: Disentangling the Concepts of Power & Status: The Antecedents & Consequences of Being High and Feeling Low
Paper: Gaining Status but Losing Power: Third Party Reactions to Procedural Justice (with Sara Wheeler-Smith & Batia Wiesenfeld)
- August 2010 Academy of Management, Annual Meeting, Montreal
Symposium Participant: Wisdom through Emotions: Multi-Cultural, Multi-level Analyses of How Emotions Can Make Us Wiser
Paper: Using Ambivalence to Unlock Integrative Potential: Does Mimicry of a Counterpart's Emotional Ambivalence Lead to Greater Openness & Flexibility in Negotiation?
- August 2009 Academy of Management, Annual Meeting, Chicago, IL
Symposium: Social Consequences of Expressing Complex Emotions in the Workplace
Paper: The Social Consequences of Emotional Expressions in Social Interactions: The Dis-Inhibiting Role of Expressing Emotional Ambivalence
- August 2009 Academy of Management, Annual Meeting, Chicago, IL
Paper: Gaining Status but Losing Power: Third Party Reactions to Procedural Justice (Co-Presenter with Sara Wheeler-Smith* & Batia Wiesenfeld)
- August 2007 Academy of Management, Annual Meeting, Philadelphia, PA
Showcase Symposium: The Role of Emotion in Individual Decision-Making.
Paper: Ambivalent Emotions and Decision Making Processes and Outcomes (with Batia Wiesenfeld and Steven Blader)
- August 2006 Academy of Management, Annual Meeting, Atlanta, GA
Showcase Symposium: Discrete Emotions and their Co-Occurrence in the Workplace.

Paper: Effects of Emotional Ambivalence on Decision Avoidance Among Independent Contractors.

- May 2006 10th Annual Conference on Research on Managing Groups & Teams, Stanford University, Palo Alto
Paper: The Experience and Expression of Emotional Ambivalence: Relational Costs and Decision Making Benefits in Groups (with Batia Wiesenfeld):
- August 2005 Academy of Management, Annual Meeting, Honolulu, HI
Paper: Complex Occupational Identities: Integrating Multiple Occupational Identities.
- August 2005 Academy of Management, Annual Meeting, Honolulu, HI
Paper: Complex Occupational Identities: Choosing to Combine Jobs, Careers & Callings (with Michel Anteby)
- August 2005 Academy of Management, Annual Meeting, Honolulu, HI
Paper: Facilitating Community Engagement: The Role of Organizational “Voice” Practices (Co-Presenter with Frances Milliken)
- August 2003 Academy of Management, Annual Meeting, Seattle, WA
Paper: Work-Life Spillover: How Organizational Practices Relating to ‘Voice’ Affect Employees in their Non-Work Lives (Co-Presenter with Frances Milliken)

CHAired OR FACILITATED SYMPOSIA AND WORKSHOPS

- August 2018 Academy of Management, Annual Meeting, Chicago, IL
Professional Development Workshop Speaker: Junior Faculty Consortium PDW (Sponsor: Conflict Management); “Being successful despite demands, distractions, and difficult situations”
- August 2018 Academy of Management, Annual Meeting, Chicago, IL
Professional Development Workshop Facilitator: OB Research Incubator (Sponsor: OB)
- August 2018 Academy of Management, Annual Meeting, Chicago, IL
Professional Development Workshop Facilitator: Benefits and Challenges of Studying Discrete Emotions: Emotional Ambivalence Table (Sponsors: OB, MOC)
- August 2018 Academy of Management, Annual Meeting, Chicago, IL
Professional Development Workshop/Social Event Facilitator: MOC Connecting: Sharing Expertise on MOC Hot Topics: Emotions Table
- August 2016 Academy of Management, Annual Meeting, Anaheim, CA
Professional Development Workshop Facilitator: A Stress Management Workshop for Junior Faculty
- August 2014 Academy of Management, Annual Meeting, Philadelphia, PA
Showcase Symposium Co-Chair (with Jessica Method): Experiences and Outcomes of Ambivalence in Interpersonal Workplace Relationships
- August 2010 Academy of Management, Annual Meeting, Montreal
Symposium Co-Chair (with Brianna Barker-Caza): Disentangling the Concepts of Power & Status: The Antecedents & Consequences of Being High and Feeling Low
- August 2009 Academy of Management, Annual Meeting, Chicago, IL
Symposium Co-Chair (with Lu Wang): Social Consequences of Expressing Complex Emotions in the Workplace

August 2006 Academy of Management, Annual Meeting, Atlanta, GA
Showcase Symposium Chair: Discrete Emotions and their Co-Occurrence in the Workplace.

August 2006 Academy of Management, Annual Meeting, Atlanta, GA
Professional Development Workshop Co-Chair (with Jane Dutton; Mary Anne Glynn; Karen Golden-Biddle; Kathleen Sutcliffe; Marlys Christianson; Daniel Gruber & Modupe Akinola):
Learning about Resilience: Research, Teaching And Professional Aspiration.

TEACHING EXPERIENCE

Undergraduate Teaching:

Leading and Managing People in Organizations – Lehigh University:	Spring & Fall 2018; Spring & Fall 2016; Fall 2015; Spring & Fall 2014; Spring & Fall 2013; Spring & Fall 2012; Fall 2011
Individual Behavior in Organizations – UIUC:	Fall 2010; Spring & Fall 2009; Fall 2008
Management and Organizational Analysis – NYU:	Spring 2006
Managing People and Teams, Teaching Assistant - NYU:	Spring 2005 (Dr. Steven Blader)
Management and Organizational Analysis, Teaching Assistant -NYU:	Fall 2004 (Dr. Teresa Lant)

Graduate/MBA Teaching:

Leadership, MBA Elective – Lehigh University:	Fall 2015; Fall 2014; Fall 2013
Guest Lecture, Managing People, Part-Time MBA – Lehigh University:	Spring 2012
Guest Lecture, Leadership, Part-Time MBA – Lehigh University:	Fall 2011
Negotiation, MBA Elective - UIUC	Spring 2010; Spring 2011

Executive Programs / External Consulting:

Executive Teaching, The Art & Science of Negotiations - Lehigh University	2016, 2017
Global Village for Future Leaders of Business and Industry - Lehigh University	2014-2019
Clever Devices, Offsite Retreat, Long Island - NYC	2014
Organizational Behavior, Certificate in Business - UIUC	2011
Negotiation Workshop, MS Tech BADM 590, Frontiers in Technology - UIUC	2009

RESEARCH-RELATED ADVISING

Undergraduate Advising:

2016 Advisor, Evan Mulbry, Peller Undergraduate Research Award Winner

Ph.D. Advising:

2018	Stephanie Cerce, Lehigh, Department of Social Psychology, Dissertation Committee Member
2016	Elizabeth Wiley, Columbia School of Business, Dissertation Committee Member
2008-2009	Lu Wang, University of Illinois, Urbana Champaign, Dissertation committee member
2009-2010	Meagan Peters, University of Illinois, Urbana Champaign

SERVICE – UNIVERSITY, COLLEGE & DEPARTMENT

University

Committees:

Advisory Committee to Alan J. Snyder, Vice President/Associate Provost	2019-
Research and Graduate Studies, Investing in Research at Lehigh	
Steering Committee, Center for Ethics	2018-
University Nominations Committee, Ex-Officio, Elected	2016-2017

Task Force on Graduate Education, Member, Invited by Alan Snyder	2016-2018
Human Subjects Review Committee, Invited by Alan Snyder	2015-2018
Faculty Compensation Committee, At Large Member, Elected	2015-2018
Lehigh Environmental Advisory Group (LEAG), Invited by Alice Gast	2014-2015
University Nominations Committee, At Large Member, Elected	2013-2016
• Chair of University Nominations Committee	2013-2014
Graduate and Research Committee, 1 year Elected Replacement Member	2013-2014
• Subcommittee on Presidential and University Fellowships	

University

Presentations:	Panel Speaker, “Interdisciplinary Networking”, Invited by Vincent Munley	2015
	Participant, “Interdisciplinary Discussion”, Board of Trustees Meeting, Invited by Pat Farrell	Oct, 2014
	Panel Speaker, “Faculty Recruiting and Retention”, Board of Trustees Meeting, Invited by Alan Snyder	June, 2014
	Panel Speaker, “No Longer New Faculty Panel”, Faculty Orientation, Invited by Gregory Reihman	2012
	Panel Speaker: “New Faculty Mentoring Program” Meeting, Invited by Vincent Munley	2012

Other

University Service:	Selection Committee for Percy Hughes Award, Invited	2017, 2018
	Task force to integrate Creative Inquiry into existing courses, Invited	Spring 2018
	VIEW Program Volunteer, Invited	2012-2014, 2016

College

Committees:	Chair, CBE Impact Symposium Committee	2018
	Promotion & Tenure Committee, Elected	2018-
	Gender Issues Committee, Co-Chair, Invited	2017-2018
	CBE Nominations Committee, Elected	2015-2018
	• Chair of College Nominations Committee	2016-2017
	Peller Undergraduate Research Award Committee, Invited	2014-2016
	Committee to Assess Assessment Results for the Communications LO 3.1	2013
	Program Director Search Committee, Invited	Feb 2013

Department Committees:

Program Director, Management Major	2018-
Management Department Hiring Committee	2018, 2015, 2012

Student

Advising:	Faculty Advisor, Management Major Club	2014-2016
	Independent Studies: Evan Mulbry; Maria Sanchez Hererra; Hannah Street	Spring 2016
	Independent Studies: Kenzie Dambach; Megan Kelly	Spring 2013
	Independent Study: Kenzie Dambach	Fall 2012
	Independent Study: Samantha Soto	Spring 2012
	Faculty Advising Event for Management Students	2012-2013

Past Service:

OB PhD Recruiting Committee Member - UIUC	2009-2010
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Faculty Sponsor, Phi Gamma Nu Professional Business Fraternity - UIUC	2008-2011
Faculty Advisor, Psi Upsilon Fraternity – UIUC	2009-2010
Doctoral Committee for Student Admissions - New York University	2005
Student Representative M & O Department - New York University	2004-2005

Professional Service:	Elected, Professional Development Workshop Chair, Managerial and Organizational Cognition Division, Academy of Management	2018-2019
	Selection Committee Member, Best Paper with Practical Implications – Organizational Behavior Division, Academy of Management	2017, 2018
	Selection Committee Member, Most Influential Paper Award – Conflict Management Division, Academy of Management	2016
	Speaker, Doctoral Student Consortium, Ninth Conference on Emotions and Organizational Life (Emonet IX)	2014
	Selection Committee Member, Best Competitive Paper Award - OB Division, Academy of Management	2010

Conferences Organized:	Assistant/Student Organizer, Roundtable on Identities in Organizations, Management and Organizations Dept. (Faculty Chairs: Caroline Bartel, Steve Blader, Amy Wrzesniewski)	2004
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Ad-Hoc Reviewer:

Academy of Management Review
Academy of Management Annual Meetings
British Journal of Management
British Journal of Social Psychology
Cognition & Emotion
Emotion
Emotion Review
Journal of Applied Social Psychology
Journal of Experimental Social Psychology
Journal of Management
Journal of Personality and Social Psychology
Management Science
Motivation and Emotion
Organization Science
Organizational Behavior and Human Decision Processes
Psychological Science
Social Psychology and Personality Science

PROFESSIONAL AFFILIATIONS

Academy of Management – Organizational Behavior, Conflict Management, & Management and Organizational; Cognition Divisions; Society for Personality and Social Psychology; International Association for Conflict Management