

**Liuba Y. Belkin, Ph.D.**  
Associate Professor  
Department of Management  
College of Business  
Lehigh University  
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## EDUCATION

**Ph.D. Organizational Behavior – Rutgers University** **May 2007**  
Rutgers Business School, Newark, NJ  
*Dissertation Title:* Emotional Contagion in the Electronic Communication Context in Organizations

**MBA, Marketing/Management - Rutgers University** **May 2002**  
Rutgers Business School, Newark, NJ

**MS, Economics - BS, Economics** **February 1997**  
Institute for Economics and Law, Moscow, Russia

## ACADEMIC EMPLOYMENT

**Associate Professor (with tenure), Lehigh University** **June 2014 - Present**

**Assistant Professor, Lehigh University** **August 2007 – May 2014**

**Instructor/Adjunct Lecturer, Rutgers University** **September 2004 – May 2007**

## RESEARCH

### Research Focus

My primary research is in organizational behavior and negotiation fields, with an emphasis on the role of affect and emotions in face-to-face and virtual environments. Specifically, my scholarly work can be divided into two broad streams that explore (1) intra- and interpersonal effects of emotions on individual decision-making and performance in the context of communication technology (such as e-mail) in organizations and (2) the role of felt and expressed affect and emotions in negotiations, trust relationships, individual behavior and organizational practices.

**RESEARCH MEDIA COVERAGE: 500+ ARTICLES and INTERVIEWS**  
**(HIGHLIGHTS BELOW)**

Live TV Interviews include: **CNBC – The Exchange** with **Kelly Evans** (04/26/19); **CNBC – Power Lunch** with Michelle Caruso-Cabrera, Melissa Lee, Tyler Mathisen, & Brian Sullivan (08/02/2016); **CTV News (Canada)** with Todd van der Heyden (08/09/2016)

Radio Interviews include: **CJAD800** with Natasha Hall (08/20/18); **WVTF** with Robbie Harris (08/23/2016), **CBS/KCBS – Nick St. Charles** (08/07/16), **BBC World Service** (10/02/08), **CBS radio – Lou Dobbs show** (11/26/08), and **Future Tense/American Public Radio** with Jon Gordon (09/29/08)

Print and Web Articles include: **The Wall Street Journal** (07/07/19); **Chicago Tribune** (09/06/18); **BBC.com** (08/31/18), **TIME** (08/11/18); **Newsweek** (08/10/18); **NBCnews.com** (04/23/18), **Yahoo.com** (08/17/18), **PsychologicalScience.org** (08/02/2017); **USA Today** (07/31/17), **Quartz** (06/18/2017), **Yahoo.com** (06/19/17), **Time.com** (06/28/17), **New York Magazine** (04/17/2017); **The Wall Street Journal** (02/28/17), **The Independent.co.uk** (01/26/17), **The Boston Globe** (08/30/16); **The Financial Times** (07/13/16), **Science Daily** (07/27/16), **Fortune.com** (08/02/16), **New York Post** (08/11/16), **WebMD.com** (08/10/16), **DailyMail.UK** (08/12/16), **The Fast Company** (07/21/16), **The New York Times/Personal Business** (4/20/13); **New York Post** (11/24/08), **MSN Tech & Gadgets** (11/04/08); **Fortune magazine** (11/24/08, p. 57), **The New York Times/Science Section** (10/07/08)**CNBC.com** (09/25/08), **CNN.com** (09/30/08), **Yahoo News** (09/26/08), **Telegraph UK** (10/02/08), **New York Times** (10/02/08), **The Guardian** (10/02/08), **USNews.com** (09/25/08); **The New York Times/Science Section** (10/07/08)

*(the complete list of media citations and interviews is available upon request)*

## Refereed Journal Publications

Williams, M., **Belkin, L.Y.** & Chen C., C. (*forthcoming*). “Cognitive Flexibility Matters: The Role of Multilevel Positive Affect and Cognitive Flexibility in Shaping Victims’ Cooperative and Uncooperative Behavioral Responses to Trust Violations”, **Group & Organization Management Journal**, Annual Conceptual Issue, 2020.

Becker, W., **Belkin, L. Y.**, Conroy, S.A. & Tuskey, S. (*forthcoming*). “Killing Me Softly: Organizational Email Monitoring Expectations Impact on Employee and Significant Other Well-being”, **Journal of Management**. Online first: <https://doi.org/10.1177/0149206319890655>

Kong D.T. & **Belkin L.Y.** (2019). “Because I want to share, not because I should: Prosocial implications of gratitude expression in repeated zero-sum resource allocation exchanges”, **Motivation & Emotion**, 43(5): 824-843.

Kong D.T. & **Belkin L.Y.** (2019). “Being Grateful and Biased: Felt Gratitude as a Cause of Escalation Bias in Relational Dilemmas”, **Journal of Experimental Social Psychology**, 83: 88-101.

Post, C., Latu, I. & **Belkin, L.Y.** (2019). “A female leadership trust advantage in times of crisis: Under what conditions?”, **Psychology of Women Quarterly**, 43(2): 215-231.

**Belkin, L.Y. & Kong, D. T.** (2018). "Implications of advice rejection in repeated exchanges: Advisor responses and advisee gratitude expression as a buffer", *Journal of Experimental Social Psychology*, 78: 181-194.

**Belkin, L.Y. & Kouchaki, M.** (2107). "Too hot to help! Exploring the impact of ambient temperature on helping", *European Journal of Social Psychology*, 47 (5): 525-538.

\*One of the top most downloaded articles in the last 2 years

**Belkin, L., Y. & Rothman, N.** (2017). "Do I trust you? Depends on what you feel: Interpersonal effects of emotions on initial trust at zero-acquaintance" *Negotiations and Conflict Management Research*, 10 (1), 3-27\*.

\*One of the top 20 most downloaded articles in the journal history

\* # 2 among the top five NCMR articles most liked and shared in 2018 via Altmetric impact factor.

**Belkin, L.Y., Kurtzberg, T.R., & Naquin, C.E.** (2013). "Signaling dominance in online negotiations: The role of affective tone", *Negotiations and Conflict Management Research*, 6 (4): 285-304\*.

\*The version of it reprinted in the *Dispute Resolution* magazine, which reaches **9000 subscribers + 9000 law students**.

Chen, C.C., **Belkin, L.Y.**, McNamee, R. & Kurtzberg, T.R. (2013). "Charisma attribution during organizational change: The importance of followers' emotions and concern for well-being", *Journal of Applied Social Psychology*, 43: 1136-1158.

Hoover, D. J., Giambatista, R. C. & **Belkin, L.Y.** (2012). "Eyes on, hands on: Vicarious experiential learning as an enhancement of direct experience", *Academy of Management Learning and Education*, 11 (4): 591-608.

Chen, C.C., Saporito, P. & **Belkin, L.Y.** (2011). "Responding to trust breaches: The role of affect in trust, trust erosion, and trust reparability", *Journal of Trust Research*, 1(1): 85-106.

Naquin, C.E., Kurtzberg, T.R. & **Belkin, L.Y.** (2010). "The finer points of lying online: E-mail versus pen-and-paper", *Journal of Applied Psychology*, 95 (2): 387-394.

**Belkin, L.Y.** (2009). "Emotional contagion in the electronic communication context: Conceptualizing the dynamics and implications of electronic emotional encounters in organizations", *Journal of Organizational Culture, Communications & Conflict*, 13(2): 105-122.

Kurtzberg, T. R., Naquin, C. E. & **Belkin, L. Y.** (2009). "Overcoming the e-mail disadvantage: Humor in online negotiations", *International Journal of Conflict Management*, 20 (40): 377-397.

Naquin C.E., Kurtzberg, T.R. & **Belkin, L.Y** (2008). "Online communication and group cooperation in mixed motive contexts", *Social Justice Research*, 21: 470-489.

Newburry, W., **Belkin, L.Y.** & Ansari, P. (2008). "Perceived career opportunities from

globalization: Globalization capabilities and attitudes towards women in Iran and the U.S.”, *Journal of International Business Studies*, 39: 814-832.

Kurtzberg, T.R., **Belkin, L.Y.** & Naquin, C. E. (2006). “The effect of e-mail on attitudes towards performance feedback”, *International Journal of Organizational Analysis*, 14: 4-21.

Newbury, W., Gardberg, N. & **Belkin, L. Y.** (2006). “Organizational attractiveness is in the eye of the beholder: The interaction of movement capital with foreignness”, *Journal of International Business Studies*, 37: 668-686.

Kurtzberg, T.R., Naquin C.E. & **Belkin L.Y.** (2005). “Electronic performance appraisals: The effects of e-mail communication on peer ratings in actual and simulated environments”, *Organizational Behavior and Human Decision Processes*, 98: 216-226.

## Book Chapters

**Belkin, L.Y.** & Kurtzberg, T. (2013). “Affective displays in e-mail communication: The evidence from the lab and the field”. In N. M. Ashkanasy, W. J. Zerbe, & C. E. J. Härtel (Eds.), *Research on Emotions in Organizations* (Vol. 9: pp. 279-308). Amsterdam: Elsevier.

Friedman, R. & **Belkin, L.Y.** (2013). “The costs and benefits of electronic negotiations”. In M. Olekalns & W. Adair (Eds.), *Handbook of Research in Negotiation* (pp. 357-384). Edward Edgar Publishing, UK.

Chen, C.C., **Belkin, L.Y.** & Kurtzberg, T.R. (2006). “A follower-centric contingency model of charisma attribution: The importance of follower emotion”, in Shamir, B., Pillai, R., Bligh, M., & Uhl-Bien, M. (Eds.) *Follower-Centered Perspectives on Leadership: A Tribute to the Memory of James R. Meindl* (pp. 115-134), Greenwich, CT: Information Age Publishing.

## Invited Articles

**Belkin, L.Y.**, Zhao, G., Tolboom, N. and Farris, G. (2008). “Nature or nurture: Can psychometric tools help to foster creativity in organizations?” *Center for Innovation Management Studies*. Available on:  
<http://cims.ncsu.edu/index.php/research?view=default&id=22&research id=75>.

## Publications in Best Paper Proceedings

Becker, W., **Belkin L.Y.**, Conroy, S.A. & Tuskey, S. (2018). “Killing me softly: Electronic communications monitoring and employee and spouse well-being,” *Academy of Management Best Paper Proceedings* (Vol. 2018). Academy of Management.

Williams, M. & **Belkin L.** (2016). Trust maintenance: The role of interpersonal meaning construction. *Academy of Management Best Paper Proceedings* (Vol. 2016). Academy of Management.

Chen, C.C., **Belkin, L.Y.**, McNamee, R. & Kurtzberg, T.R. (2007). "In the eyes of the follower: Construction of charisma in response to organizational change", *Academy of Management Best Paper Proceedings*, (Vol. 2007) Academy of Management.

Newbury, W., Ansari, P. & **Belkin, L.Y.** (2002). The impact of women on perceptions of individual career opportunities from globalization: The case of Iran. *Academy of International Business-Northeast Annual Meeting, September, pp. 172-186.*

## Peer-Reviewed Conference Presentations

Kong D.T.\* & **Belkin, L.Y.** "Gratitude Expression Drives Unethical Pro-Beneficiary Decisions in Moral Dilemmas", to be presented at the *Western Academy of Management, Hawaii, March 2020.*

Kong D.T. & **Belkin, L.Y.** \* "When Concern for You and for Me are in Conflict: Felt Gratitude and Escalation Bias in Relational Dilemmas" presented at the *International Association for Conflict Management annual conference, (Dublin, Ireland), July 2019.*

Kong D.T.\* & **Belkin, L.Y.** "I will Share with You Because You are Kind: How Saying "Thank you" Pays Off in Repeated Zero-Sum Resource Allocation Exchanges" presented at the *International Association for Conflict Management annual conference, (Dublin, Ireland), July 2019.*

**Belkin L.Y.\*** & Kong D.T. "Immoral Consequences of Moral Reciprocation: The Negative Side of Felt Obligation and the Ways to Minimize it in Repeated Interpersonal Exchanges" presented at the *biennial Positive Organizational Scholarship (POS) Research Conference (Ann Harbor, MI), June 2019.*

Williams, M.\* & **Belkin, L.Y.** "Trust in the shadow of stereotypes: Toward a nuanced conceptualization of fragile trust", presented at the bi-annual *FINT conference on Trust Within and Between Organizations, St. Gallen, Switzerland, January 9-11, 2019.*

Post, C.\*, Latu, I., & **Belkin, L.Y.** A female leadership trust advantage in times of crisis: Under what conditions?" presented at the bi-annual *FINT conference on Trust Within and Between Organizations, St. Gallen, Switzerland, January 9-11, 2019.*

Becker, W., **Belkin L.Y.**, & Tuskey, S\*. "Killing me softly: Electronic communications monitoring and employee and spouse well- being," presented at the *Academy of Management annual meeting (Chicago, IL), August 2018. Best paper nominee.*

Rothman, N. & **Belkin, L.Y.\*** "When expressing emotional ambivalence leads to trust: The effects of being unpredictable but deliberative", presented at the *Academy of Management annual meeting (Atlanta, GA), August 2017.*

Kong D.T. & **Belkin, L.Y.\*** "Benevolence-related signal value and prosocial implications of expressed gratitude in repeated resource allocation exchanges", presented at the *Academy of Management annual meeting (Atlanta, GA), August 2017.*

Williams, M.\* & Belkin, L.Y. & Chen C., C. “J’accuse: Asymmetric and second-order trust violations”, presented at the *Academy of Management annual meeting (Atlanta, GA), August 2017*.

Belkin L.Y.\* & Kong D. T. “Signaling social worth via expressed gratitude to receive honest advice in repeated advisor-advisee exchanges”, presented at the *International Association for Conflict Management annual conference, (Berlin, Germany), July 2017*.

Kong D.T. & Belkin, L.Y. \* “Building resources by expressing gratitude in repeated resource distribution exchanges” presented at the *International Association for Conflict Management annual conference, (Berlin, Germany), July 2017*.

Kong D.T. & Belkin, L.Y.\* “Gratitude is the best attitude: The benefits of expressing gratitude on prosocial behavior in resource distribution exchanges” presented at the *biennial Positive Organizational Scholarship (POS) Research Conference (Ann Harbor, MI), May 2017*.

Belkin L.Y.\* & Rothman, N. “Emotional displays and partner trust in negotiations: The role of benevolence and unpredictability” presented at the *Academy of Management annual meeting (Anaheim, CA), 2016*.

Belkin L.Y.\*, Becker, W. & Conroy, S.A. “Exhausted, but unable to disconnect: The impact of after-hours emails on work-family balance and work identification” presented at the *Academy of Management annual meeting (Anaheim, CA), 2016*.

Williams, M.\* & Belkin, L.Y. “The psychology and art of trust maintenance: The role of interpersonal meaning construction processes” presented at the *Academy of Management annual meeting (Anaheim, CA), 2016*. Best paper nominee.

Belkin, L., Y\*. & Williams, M. “Trust propensity in context: Asset, Achilles’ heel or both?” presented at the *International Association for Conflict Management annual conference (New York, NY), June 2016*.

Belkin, L., Y\*. & Rothman, N. “Do I seem trustworthy to you? The impact of emotional displays and negotiation context on trustworthiness perceptions and trust” presented at the *International Association for Conflict Management annual conference (New York, NY), June 2016*.

Post, C\*. & Belkin L.Y. “Whom do we trust in times of crisis? The impact of leaders’ gender and interpersonal emotion management on perceptions of their trustworthiness” presented at the *International Association for Conflict Management annual conference (New York, NY), June 2016*.

Williams, M., Belkin, L.Y\*. & Chen C., C. “Attribution process during trust violations: The role of affective and cognitive mechanisms”, presented at the *Academy of Management annual 2015 meeting (Vancouver, BC), August 2015*.

Williams, M.\* & **Belkin, L.Y.** “The psychology and art of trust maintenance: The role of interpersonal meaning construction processes” presented at the *7th biennial Positive Organizational Scholarship Research Conference (Lake Buena Vista, FL), June 2015.*

Williams, M.\* & **Belkin, L.Y.** “The psychology and art of trust maintenance” presented at the *8th ELASM/FINT Workshop on Trust Within and Between Organizations, (Coventry, U.K.), November 2014.*

**Belkin L.Y.\*** & Rothman, N. “Emotional displays, trustworthiness perceptions and trust behavior in negotiations” presented at the *Academy of Management annual 2014 meeting, (Philadelphia, PA), August 2014.*

Williams, M.\* & **Belkin, L.Y.** “Active and passive trust maintenance” presented at the *1<sup>st</sup> annual Management Theory Conference (San Francisco, CA), September 2013.*

**Belkin, L.Y.\*** “The effect of ambient temperature on workplace deviance: A longitudinal field study”, *Academy of Management annual meeting, (Orlando, FL), August 2013.*

Friedman, R.\* & **Belkin, L.Y.** “Negotiating electronically: The impact of communication media”. *Kellogg School of Management, Northwestern University, The Negotiation Handbook Conference, September 6-8<sup>th</sup>, 2012.*

**Belkin, L.Y.\***, Kurtzberg, T.R., & Naquin, C.E. “Emotional displays in online negotiations: When anger helps and happiness hurts” *Academy of Management annual meeting (Boston, MA), August, 2012.*

Hoover, D. J., Giambatista, R. C.\*. & **Belkin, L.Y.** “An examination of vicarious experiential learning across levels and tasks” *Academy of Management annual meeting (Montreal, CA), August, 2010.*

**Belkin, L.Y.\***, Kurtzberg, T.R., and Naquin, C.E. “Emotions and positional power in online context: The impact on perceptions and performance” *Academy of Management annual meeting (Chicago, IL), August, 2009.*

**Belkin, L.Y.\***, Naquin, C.E. and Kurtzberg, T.R. “Being honest online: The role of media in the decision to misrepresent information” *Academy of Management annual meeting (Anaheim, CA), August, 2008.*

Saparito, P.\* , **Belkin, L.Y.** and Chen, C.C. “Making sense of trust: The role of cognitive and affective processes in trust building, breaks and repair” *Academy of Management annual meeting (Anaheim, CA), August, 2008.*

**Belkin, L.Y.**, Zhao, G.\* , Tolboom, N. and Farris, G. “Nature or nurture: Can psychometric tools help to foster creativity in organizations?” presented at the Center for Innovation in Management studies (CIMS) *Spring Corporate Sponsor Meeting, June 5<sup>th</sup>, 2008.*

Chen, C.C., **Belkin, L.Y.\***, McNamee, R., and Kurtzberg, T.R. “In the eyes of the follower: Construction of charisma in response to organizational change”, *Academy of Management annual meeting (Philadelphia, PA), August, 2007. Best paper nominee.*

**Belkin, L.Y.\*** and Kurtzberg, T.R. “Emotional contagion in the electronic communication context: Conceptualizing the dynamics and implications of electronic emotional encounters in organizations”, *EMONET V conference (Atlanta, GA), August, 2006.*

**Belkin, L.Y.\***, Chen, C.C., McNamee, R., and Kurtzberg, T.R. “Organizational change, member emotion, and construction of charismatic leadership”, *EMONET V conference (Atlanta, GA), August, 2006.*

**Belkin, L.Y.\***, Kurtzberg, T.R.\*, and Naquin, C.E. “Emotional contagion in the online environment: Investigating the dynamics and implications of emotional encounters in mixed-motive situations in the electronic context”, *International Association of Conflict Management annual meeting (Montreal, Canada), June 2006.* SSRN: <http://ssrn.com/abstract=913774>.

**Belkin, L.Y.\***, Naquin C.E. and Kurtzberg, T.R. “Online communication and social dilemmas: How communication media influences interpersonal trust, cooperative behavior and perceptions of fairness”, *Academy of Management annual meeting (Honolulu, HI), August 2005.*

Newburry, W.\*, **Belkin, L.Y.** and Ansari, P. “Perceived career opportunities from globalization: Influences of globalization capabilities and attitudes towards women in Iran and the U.S.”, *Academy of International Business annual meeting (Quebec City, Canada), July 2005.*

Kurtzberg, T.R.\*, **Belkin, L.Y.** and Naquin, C.E. “It’s not what you say, but how you say it: The effects of e-mail on feedback delivery and receipt”, *Academy of Management annual meeting (New Orleans, LA), August 2004.*

Gardberg, N.\*, Newburry. W., and **Belkin, L.Y.** “Organizational attractiveness is in the eye of the beholder: Movement capital’s moderating effects on the relationships of cultural distance and internationalization with organizational attractiveness”, *Academy of International Business annual meeting (Monterey, CA), July 2003. Best paper finalist.*

Gardberg, N.\*, Newburry.W., and **Belkin, L.Y.** “The moderating effect of movement capital on the relationships of cultural distance and internationalization with organizational attractiveness”, *Academy of Management meeting European division (Portugal), May 2003.*

Ansari, P.\*, **Belkin, L. Y.** and Newburry, W. “Perceptions regarding the power of women and comfortability with women in the workplace: The case of Iran” *Center for Iranian Research and Analysis 20th Annual Conference, Atlanta, April, 2003.*

Newburry, W.\*, **Belkin, L.Y.** and Ansari, P. “The impact of women on perceptions of individual Career opportunities from globalization: The case of Iran”, *North-East Academy of International Business meeting (University of Maryland), September 2002. Best paper nominee.*

\* - denotes the presenter



## TEACHING

### Lehigh University

#### Undergraduate level:

*Behavioral Skills Workshop* (BSW 125 – business minor)

*Conflict Management & Negotiations* (SCM 328/MGT 328)

*Managing and Leading People in Organizations* (MGT 143 – CBE core course)

*Organizational Dynamics Workshop* (MGT 321)

#### Graduate (MBA) level:

*Managing People* (MBA 405 – core course)

*Negotiations* (GBUS 447)

### Rutgers University

*Negotiations* (MBA level)

*Negotiations* (undergraduate level)

*Organizational Behavior* (undergraduate level)

### Awards and Honors

- **2019 FLEX MBA Excellence in Teaching Award: MBA Elective Course**
- **College of Business and Economics Robert & Christine Staub Faculty Excellence Award recipient, 2019**
- **Best Paper Finalist** (with William Becker & Sarah Tuskey), Academy of Management Annual Meeting, 2018
- **Best Paper Finalist** (with Michele Williams), Academy of Management Annual Meeting, 2016
- **2016 Belkin, L. Y.**, Becker, B. & Conroy, S. Exhausted, but unable to disconnect: The impact of email-related organizational expectations on work-family balance. **Manuscript selected for press release by the Academy of Management**
- **2010 Outstanding Reviewer Award** (Academy of Management annual meeting, Organizational Behavior Division)
- **2008** Naquin, C. E., Kurtzberg, T. R., and **Belkin, L. Y.** Dishonesty and deceit in online negotiations. **Manuscript selected for press release by the Academy of Management**

- **Best Paper Finalist** (with Chao Chen, Robert McNamee and Terri Kurtzberg), Academy of Management Annual Meeting, 2007
- **2006 CIMIC Award for an Outstanding Research Record** for a PhD Student in Management (competitive award, one given annually - \$500 award)
- **2005-2006 Dissertation Research Award** from Technology Management Research Center Awards Program (\$2500 award)
- **Eldridge Haynes Prize for Best Paper First Runner-Up** (Best Paper by a Scholar(s) Under 40, with Naomi Gardberg and William Newburry), Academy of International Business Annual Meeting, 2003
- **Best Paper Finalist** (with Naomi Gardberg and William Newburry), Academy of International Business Annual Meeting, 2003
- **Best Empirical Paper Nominee** (with William Newburry and Pardis Ansari), Academy of International Business-Northeast Annual Meeting, 2002

### Grants/Fellowships

- **Axelrod Family Endowed Fellowship (Lehigh University)** – July 1<sup>st</sup>, 2018 – June 30<sup>th</sup>, 2021 (3-year term; awarded on competitive bases)
- **Leadership Development program grant (Lehigh University)** – 2-year term – June 2016- June 2018
- **Axelrod Family Endowed Fellowship (Lehigh University)** – July 1<sup>st</sup>, 2008 – June 30<sup>th</sup>, 2013 (1-year term; awarded annually on competitive bases; 5 terms awarded)
- **Research Summer Support Grant from CBE** – 2013; 2012; 2011; 2010 (awarded annually on competitive basis)
- **CBE research grant (Martindale Center for the Study of Private Enterprise, Lehigh University)** – Fall 2008
- **Dissertation Fellowships** (Rutgers Business School) – Fall 2006; Spring-Summer 2005
- **Scholarship award** for a dissertation research – Summer 2006; Summer 2004
- **Research grants** for projects with Professor Terri Kurtzberg, Summers 2003-2006

### Invited Presentations

- Martindale Center, Lehigh University, November, 28<sup>th</sup>, 2011
- Department of Psychology, Lehigh University, brown bag research seminar series, November, 17<sup>th</sup>, 2011
- Invited facilitator at the Iacocca Institute, Lehigh University, Global Village, Summer 2011 Program
- Department of Management, Lehigh University, research seminar series, April, 2011

- Invited guest lecturer at the Institute of Business Studies, Moscow, Russia - Academy of National Economy, February 19, 2009
- Invited guest speaker for the meeting “Opportunities in Russia: Opening Doors to Pennsylvania Companies”, part of the "Changing the Face of Russia" seminar series by the Mid-Atlantic – Russia Business Council with the support of the Pennsylvania Department of Community and Economic Development, March 25<sup>th</sup>, 2008

## SERVICE

### Lehigh University Service

#### University

1. University Disciplinary Appeals, expungement requests review sub-committee, member, Fall 2018- present
2. University Disciplinary Appeals Committee, ad-hoc committee member, 3-year term - Fall 2018 – present (until Spring 2021); Fall 2015- Spring 2018; Fall 2012- Spring 2015
3. Mountain Talk, Alumni Relations, Lehigh University, November, 9<sup>th</sup>, 2017
4. University Commencement name reader volunteer, May 2011 – present
5. Open House, Lehigh days, Major Fair, volunteer – 2008-present
6. University Research Council, ad-hoc committee member, December 2010 – June 2011
7. Panel speaker for Kappa Alpha Theta and Phi Sigma Kappa's bi-annual scholarship award ceremony, March 19, 2009

#### College

1. COB 2020 Lehigh Business Faculty Awards Selection Committee, member, Spring 2020
2. COB Impact Symposium Fall 2018, co-organizer
3. COB Impact Symposium Fall 2018, panel moderator
4. Undergraduate Core Curriculum Review committee, ad-hoc member, March 2017 – May 2018
5. Lehigh “Women in Business Annual Conference”, session moderator, Spring 2017
6. Gender Issues committee, co-chair, Fall 2017
7. Management Department representative for the Management major, Major Orientation Session, Spring 2017
8. Management Department representative to the M<sup>2</sup> program oversee committee, ad-hoc member, 3-year term; January 2015 – January 2018
9. Economics Department Quinquennial Review committee, ad-hoc member, August – December 2016
10. M2 professional Development Seminar – Volunteered to prepare and conduct pro-bono 3-hour Negotiations seminar for M2 2016 cohort on November, 4<sup>th</sup>, 2016
11. CBE Global Steering Committee, ad-hoc member, December 2009 – May 2015
12. CBE Professional Development Seminar Series – Created a 2-hour “Job Offer Negotiations” seminar for CBE students, January, 2014
13. CBE Nominations Committee, Spring 2009 – 2012
14. Faculty Advisor for NAWMBA (National Association of Women MBAs – Lehigh Chapter), 2009 - 2012
15. Panel speaker for inaugural event of the Lehigh University Chapter of the National Association of Women MBAs (NAWMBA), March 14, 2009
16. CBE MBA Core Curriculum Committee, 2007-2008

17. Advisor for Management Majors (undergraduate students) – Spring 2008 - present

### **Department**

1. Interim Director, Management Major Program, January – May 2019
2. Chair, Search Committee for POP in OB/Management, Fall 2018 – Spring 2019
3. Leading and coordinating the management department proposed changes to the new Core Courses, Spring – Fall 2018
4. Search Committee member for POP in Strategy/Management, September 2016 – Spring 2017
5. Director, Management Major Program, July 2014 – January 2015
6. Research Seminar Committee Chair, ad-hoc, June 2010 – June 2013
7. Search Committee member for tenure-track Organizational Behavior position, 2007; 2008; 2010; 2012; 2015
8. Search Committee for tenure-track International Business/Strategy position, 2010
9. Research Seminar Committee member, 2008 – 2010

### **Professional Service and Activities**

- OB division research incubator PDW, Facilitator/panel member, Academy of Management annual meeting (Boston, MA, 2019)
- Best Student Paper, review committee member (IACM, 2019)
- Session Chair, CM division, Academy of Management annual meeting (Atlanta, GA, 2017)
- Reviewer, Academy of Management Organizational Behavior Division (since 2006 – present; yearly reviewer)
- Reviewer, Academy of Management Conflict Management Division (since 2007 – present; yearly reviewer)
- Session Chair, OB division, Academy of Management annual meeting (Philadelphia, PA 2014)
- Session Chair, CM division, Academy of Management annual meeting (Philadelphia, PA 2014)
- Academy of Management mentoring program volunteer, 2012, 2013
- Session Chair, OB division, Academy of Management annual meeting (San-Antonio, Texas, 2011)
- Ad-hoc “*Outstanding Practical Implications for Management Award*” committee member for OB division of the Academy of Management meeting, 2011
- Junior Faculty Workshop participant (*competitive nomination*), OB division, Academy of Management annual meeting (Chicago, 2009)
- Session Chair, Conflict Management division, Academy of Management annual meeting (Anaheim, CA: 2008)
- Reviewer, Academy of Management Organizational Communication and Information Systems Division (2009; 2008; 2007; 2006 annual meetings)

- Doctoral Student consortium participant (*competitive nomination*), OB division, Academy of Management annual meeting (Atlanta, GA: 2006)
- Reviewer, International Conference for Emotions and Worklife (EMONET V) (2006 annual meeting)

### **Ad-Hoc Reviewer**

*Group Decision and Negotiation* (since 2012 – present)

*Group and Organization Management* (since 2011 – present)

*Human Relations* (since 2017 – present)

*Journal of Experimental Social Psychology* (since 2014 – present)

*Journal of Trust Research* (since 2014 – present)

*Negotiations and Conflict Management Research* (since 2010 – present)

*Organization Behavior and Human Decision Processes* (since 2008 – present)

*Organization Science* (since 2007 – present)

*OB Division's Award for Best Paper with Practical Implications* (AOM, 2011)

*Best Student Paper Award at the annual IACM meeting* (IACM, 2019)

### **Professional Affiliations**

Member, Academy of Management (Organizational Behavior and Conflict Management divisions)

Member, International Association for Conflict Management (IACM)

Member, International Association for Emotions and Worklife (EMONET)

Member, Positive Organizational Scholarship Association (POS)