

## *Curriculum Vitae*

**Liuba Y. Belkin, Ph.D.**

**Associate Professor**

**Department of Management**

**College of Business**

**Lehigh University**

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### **ACADEMIC EMPLOYMENT**

<b>Associate Professor (with tenure), Lehigh University</b>	<b>June 2014 - Present</b>
<b>Assistant Professor, Lehigh University</b>	<b>August 2007 – May 2014</b>
<b>Instructor/Adjunct Lecturer, Rutgers University</b>	<b>September 2004 – May 2007</b>

### **EDUCATION**

**Ph.D. Organizational Behavior – Rutgers University**

Rutgers Business School, Newark, NJ

*Dissertation Title:* Emotional Contagion in the Electronic Communication Context in Organizations (Dissertation advisor: Terri R. Kurtzberg; Dissertation committee members: Chao C. Chen, Daniel Z. Levin, Charles P. Naquin)

**MBA, Marketing/Management - Rutgers University**

Rutgers Business School, Newark, NJ

**MS, Economics - BS, Economics**

Institute for Economics and Law, Moscow, Russia

### **RESEARCH INTERESTS**

1. Positive organizational scholarship
2. Intra- and interpersonal effects of emotions on individual decision-making and performance in negotiations, trust relationships, individual behavior and organizational practices
3. Interpersonal trust, trust violations and trust repair in organizations
4. Ethics and morality
5. The impact of modern technology and e-communication on individual attitudes, well-being and behavior in organizations

**RESEARCH MEDIA COVERAGE: 600+ ARTICLES and INTERVIEWS**  
**(HIGHLIGHTS BELOW)**

*Live TV Interviews* include: **The Wall Street Journal** – WSJ video series (12/17/2021); **WFMZ** – Workplace lessons with Nancy Werteen (11/02/2021; 11/09/2021); **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: **Forbes.com** (10/14/2021); **Forbes.com** (06/29/2020); **CNN.com** (05/02/2020); **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**

1. Becker, W.J.\*, **Belkin, L. Y.\***, Tuskey, S.E. & Conroy, S.A. (*forthcoming*). “Surviving remotely: How job control and loneliness during a forced shift to remote work impacted employee work behaviors and well-being”. *Human Resource Management*, Online first publication February 1<sup>st</sup>, 2022. <https://doi.org/10.1002/hrm.22102> (\*equal authorship)
2. Kong, D.T.\* & **Belkin, L.Y. \*** (*forthcoming*) “You don’t care for me, so what’s the point for me to care for your business? Negative implications of felt neglect by the employer for employee work meaning and citizenship behaviors amid the COVID-19 pandemic”, *Journal of Business Ethics*. Online first publication September 28<sup>th</sup>, 2021. <https://doi.org/10.1007/s10551-021-04950-w> (\*equal authorship)

3. **Belkin, L.Y. \*** & Kong, D.T.\* (*forthcoming*) “Supervisor companionate love expression and elicited subordinate gratitude as moral-emotional facilitators of voice amid COVID-19”, *Journal of Positive Psychology*. Online first publication September 21<sup>st</sup>, 2021. <https://doi.org/10.1080/17439760.2021.1975157> (\*equal authorship)
  4. **Belkin, L.Y. \*** & Kong, D.T.\* (2022). “Beliefs in government benevolence can promote individuals’ compliance with government-issued guidelines: The role of positive affect and general construal level”, *Journal of Applied Social Psychology*, 52 (2): 85-94. (\*equal authorship)
  5. Becker, W., **Belkin, L. Y.**, Conroy, S.A. & Tuskey, S. (2021). “Killing me softly: Organizational email monitoring expectations’ impact on employee and significant other well-being”, *Journal of Management*, 47 (4): 1024-1052.
  6. **Belkin, L. Y.**, Becker, W., & Conroy, S.A. (2020). “The invisible leash: The impact of organizational expectations for email monitoring after-hours on employee resources, well-being and turnover intentions”, *Group & Organization Management*, 45(5): 709-740.
  7. Williams, M., **Belkin, L.Y.** & Chen C., C. (2020). “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*, 45(2): 181-218, *Annual Conceptual Issue*.
  8. 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.
  9. 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.
  10. 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.
  11. **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. (\*equal authorship)
  12. **Belkin, L.Y.** & Kouchaki, M. (2017). “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 3 years*
13. **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*

14. **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.*

15. 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.
16. 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.
17. 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.
18. 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.
19. **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.
20. 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.
21. 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.
22. 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.
23. 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.
24. Newburry, 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.
25. 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

1. **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.
2. 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.
3. 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.

## REPRINTS, ONLINE ARTICLES, BLOG POSTS AND PODCASTS

1. Improving Employer and Government Responses to Crises, *Illuminate Podcast, Lehigh University’s College of Business*, March 29<sup>th</sup>, 2022  
<https://business.lehigh.edu/blog/2022/liuba-belkin-improving-employer-and-government-responses-crises>
2. Supervisor Compassion and Employee Gratitude During Pandemic, *Illuminate Podcast, Lehigh University’s College of Business*, August 25<sup>th</sup>, 2021  
<https://business.lehigh.edu/blog/2021/liuba-belkin-supervisor-compassion-and-employee-gratitude-during-pandemic>
3. **Harvard Kennedy School - Women and Public Policy Program's Gender Action Portal** (GAP: [gap.hks.harvard.edu](http://gap.hks.harvard.edu)), November, 23<sup>rd</sup>, 2020  
<https://gap.hks.harvard.edu/female-leadership-trust-advantage-times-crisis-under-what-conditions>
4. How to Manage Employees During COVID-19, *Illuminate Podcast, Lehigh University’s College of Business*, November 4<sup>th</sup>, 2020  
<https://business.lehigh.edu/blog/2020/liuba-belkin-how-manage-employees-during-covid-19>
5. Liuba Belkin to Managers: Be Kind, *Lehigh Business Magazine, Lehigh University’s College of Business*, October 27<sup>th</sup>, 2020  
<https://www2.lehigh.edu/news/liuba-belkin-to-managers-be-kind>
6. How to be Better at Working from Home: Tips for Team Leaders and Team Members, *Illuminate Podcast, Lehigh University’s College of Business*, March 18<sup>th</sup>, 2020

<https://business.lehigh.edu/blog/2020/how-be-better-working-home-tips-team-leaders-and-team-members>

7. Answering Emails After Work Can Stress Relationships and Harm Health, *Blog Post, Lehigh University's College of Business*, September 7<sup>th</sup>, 2018  
<https://business.lehigh.edu/blog/2018/answering-emails-after-work-can-stress-relationships-and-harm-health>
8. Some Like It Hot, but Not When It Comes to Helping, *Blog Post, Lehigh University's College of Business*, September 12<sup>th</sup>, 2017  
<http://cbe.lehigh.edu/blog/posts/some-like-it-hot-but-not-when-it-comes-to-helping>
9. Exhausted By Email, *Lehigh Research Review, Lehigh University*, April 5<sup>th</sup>, 2017  
<https://www2.lehigh.edu/news/the-negative-impact-of-after-hours-work-email>
10. Should Workers Have the Right To Connect? *Blog Post, Lehigh University's College of Business*, February 15<sup>th</sup>, 2017  
<https://business.lehigh.edu/blog/2017/should-workers-have-right-disconnect>

### **PUBLICATIONS IN BEST PAPER PROCEEDINGS**

1. 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.
2. Williams, M. & **Belkin L.** (2016). Trust maintenance: The role of interpersonal meaning construction. *Academy of Management Best Paper Proceedings* (Vol. 2016). Academy of Management.
3. 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.
4. Newburry, 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 ACADEMIC CONFERENCE PRESENTATIONS**

1. Becker, W.J., **Belkin, L. Y.**, Tuskey, S.E\*. & Conroy, S.A. (*forthcoming*). "Surviving remotely: How job control and loneliness during a forced shift to remote work impacted employee work behaviors and well-being", to be presented at the *Academy of Management annual meeting, August 2022.*

2. Kong D.T., Sheridan, S.\*, **Belkin L.Y.**, Ambrose, M. & Becker, W. “*The Impact of Supervisor Gratitude Expressions on Subordinate Feelings of Appreciation and Voice*” to be presented at the *Academy of Management annual meeting, August 2022*.
3. **Belkin L.Y.\*** & Kong D.T. “Supervisor’s companionate love expression drives subordinate gratitude and voice during COVID-19 pandemic”, presented in the symposium “Appreciating the Relational Nature of Gratitude in the Work”, *Academy of Management annual meeting, August 2021*.
4. **Belkin, L.Y.** & Williams, M., Tuskey, S.\* & Becker, W. “The critical role of trust and supervisor emotional management at the onset of COVID-19”, presented in the symposium “Beyond the Dyad: The Impact of Context on Trusting Relationships in Organizations”, *Academy of Management annual meeting, August 2021*.
5. Kong D.T.\* & **Belkin L.Y** “Gratitude expression as a driver of unethical behavior”, presented in the symposium “Crisis, Culture, Leader and Interaction History: Contextual Effects on Unethical Prosocial Behavior”, *Academy of Management annual meeting, August 2021*.
6. **Belkin, L.Y\***. & Williams, M.\*, Tuskey, S.\* & Becker, W. “The impact of COVID-19 context on employee discretionary work behaviors through increased emotional job demands and leader emotion management”, presented at the *Organizational Behavior division Plenary on COVID-19* at the virtual *Academy of Management annual meeting, August 2020*.
7. **Belkin, L.Y.** & Williams, M. “I distrust you and you deserve it: How emotions shape the attitudes and behavior of the victims”, accepted for a presentation at the “Broadening our Sight into Distrust” PDW for the *Academy of Management annual meeting, August 2020*.
8. **Belkin L.Y.** & Kong D.T. “Felt Obligation as a driver of immoral decisions in triadic social exchanges” accepted for a presentation the symposium at *Academy of Management annual meeting, August 2020*.
9. Kong D.T. & **Belkin, L.Y.** “Gratitude expression drives unethical pro-beneficiary decisions in moral dilemmas”, accepted for a presentation at the *Western Academy of Management, Hawaii, March 2020*. Conference cancelled due to COVID-19 outbreak.
10. 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*.
11. 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*.
12. **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.*

13. 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.*
14. 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.*
15. 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.*
16. 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.*
17. 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.*
18. 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.*
19. **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.*
20. 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.*
21. 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.*
22. **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.*
23. **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.*



24. 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.*
25. **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.*
26. **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.*
27. 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.*
28. 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.*
29. 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.*
30. Williams, M.\* & **Belkin, L.Y.** “The psychology and art of trust maintenance” presented at the *8th EIASM/FINT Workshop on Trust Within and Between Organizations, (Coventry, U.K.), November 2014.*
31. **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.*
32. 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.*
33. **Belkin, L.Y.\*** “The effect of ambient temperature on workplace deviance: A longitudinal field study”, *Academy of Management annual meeting, (Orlando, FL), August 2013.*
34. 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.*
35. **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.*

36. 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.*
37. **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.*
38. **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.*
39. Saporito, 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.*
40. **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.*
41. 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.*
42. **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.*
43. **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.*
44. **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>.
45. **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.*
46. Newbury, 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.*

47. 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.*
48. 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.*
49. 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.*
50. 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.*
51. 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)

*Leadership in Organizations* (MGT 243 – core course)

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

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

*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

- **2022 MOC Best Symposium Award Nominee**, Academy of Management Annual Meeting, 2022
- ***Poets & Quants* Top 50 Undergraduate Business Professors of 2020**
- **2020 FLEX MBA Excellence in Teaching Award: MBA Elective Course**
- **2019 FLEX MBA Excellence in Teaching Award: MBA Elective Course**
- **2019 College of Business and Economics Robert & Christine Staub Faculty Excellence Award recipient**
- **2018 Best Paper Finalist** (with William Becker and Sarah Tuskey), Academy of Management Annual Meeting, 2018
- **2016 Best Paper Finalist** (with Michele Williams), Academy of Management Annual Meeting
- **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**
- **2007 Best Paper Finalist** (with Chao Chen, Robert McNamee and Terri Kurtzberg), Academy of Management Annual Meeting
- **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)
- **2003 Eldridge Haynes Prize for Best Paper First Runner-Up** (Best Paper by a Scholar(s) Under 40, with Naomi Gardberg and William Newbury), Academy of International Business Annual Meeting
- **2003 Best Paper Finalist** (with Naomi Gardberg and William Newbury), Academy of International Business Annual Meeting

- **2002 Best Empirical Paper Nominee** (with William Newburry and Pardis Ansari), Academy of International Business-Northeast Annual Meeting

## **Grants/Fellowships/Professorships**

- **Thomas J. Campbell'80 Endowed Professorship** (Lehigh University) – July 1<sup>st</sup>. 2022 – June 30<sup>th</sup>, 2025.
- **2021 NTR Research Grant (Negotiations and Team Resources)**, with Laura Rees (Oregon State University) & Dejun (Tony) Kong (University of South Florida), \$10,000.
- **Axelrod Family Endowed Fellowship (Lehigh University)** – July 1<sup>st</sup>, 2021 – June 30<sup>th</sup>, 2024 (3-year term; awarded on competitive bases)
- **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 dissertation research – Summer 2006; Summer 2004
- **Research grants** for projects with Professor Terri Kurtzberg, Summers 2003-2006

## **SERVICE**

### **Lehigh University Service**

#### **University**

1. University Disciplinary Appeals, expungement requests review sub-committee, member, Fall 2018- Spring 2021
2. University Disciplinary Appeals Committee, ad-hoc committee member, 3-year term - Fall 2018 – 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. Management Department Representative on the New Building Committee, Spring 2020 – present.
2. College Policy Committee member, Spring 2021- Spring 2022
3. Lehigh Business Candidate’s Day, Management Department Representative, Spring 2021
4. COB 2020 Lehigh Business Faculty Awards Selection Committee, member, Spring 2020
5. COB Impact Symposium Fall 2018, co-organizer
6. COB Impact Symposium Fall 2018, panel moderator
7. Undergraduate Core Curriculum Review committee, ad-hoc member, March 2017 – May 2018
8. Lehigh “Women in Business Annual Conference”, session moderator, Spring 2017
9. Gender Issues committee, co-chair, Fall 2017
10. Management Department representative for the Management major, Major Orientation Session, Spring 2017
11. Management Department representative to the M<sup>2</sup> program oversee committee, ad-hoc member, 3-year term; January 2015 – January 2018
12. Economics Department Quinquennial Review committee, ad-hoc member, August – December 2016
13. 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
14. CBE Global Steering Committee, ad-hoc member, December 2009 – May 2015
15. CBE Professional Development Seminar Series – Created a 2-hour “Job Offer Negotiations” seminar for CBE students, January, 2014
16. CBE Nominations Committee, Spring 2009 – 2012
17. Faculty Advisor for NAWMBA (National Association of Women MBAs – Lehigh Chapter), 2009 - 2012
18. Panel speaker for inaugural event of the Lehigh University Chapter of the National Association of Women MBAs (NAWMBA), March 14, 2009
19. CBE MBA Core Curriculum Committee, 2007-2008
20. Advisor for Management Majors (undergraduate students) – Spring 2008 - present

**Department**

1. Director, Management Major Program, July 2021 - present
2. Search Committee member for tenure-track OB position, Spring 2022
3. Search Committee member for tenure-track Entrepreneurship position, Fall 2020
4. Interim Director, Management Major Program, January – May 2019
5. Chair, Search Committee for POP in OB/Management, Fall 2018 – Spring 2019
6. Leading and coordinating the management department proposed changes to the new Core Courses, Spring – Fall 2018
7. Search Committee member for POP in Strategy/Management, September 2016 – Spring 2017
8. Director, Management Major Program, July 2014 – January 2015
9. Research Seminar Committee Chair, ad-hoc, June 2010 – June 2013
10. Search Committee member for tenure-track Organizational Behavior position, 2007; 2008; 2010; 2012; 2015
11. Search Committee for tenure-track International Business/Strategy position, 2010
12. Research Seminar Committee member, 2008 – 2010

## Professional Service and Activities

- OB division research incubator PDW, Facilitator/Panel member, Academy of Management annual meeting (August, 2022).
- Symposium Co-Organizer “Toward a better workplace: virtuous emotions, virtuous actions, and tensions in social relationships”, Academy of Management annual meeting (August 2022). Symposium was accepted by the OB and MOC divisions. 2022 MOC Best Symposium Award Nominee.
- Symposium Co-Organizer “Crisis, Culture, Leader and Interaction History: Contextual Effects on Unethical Prosocial Behavior”, Academy of Management annual meeting (virtual meeting, August 2021). Symposium was accepted by the OB and SIM divisions.
- OB division research incubator PDW, Facilitator/Panel member, Academy of Management annual meeting (August, 2021).
- Symposium Co-Organizer “Contextualizing Unethical Prosocial Behaviors from Relational Perspectives”, Academy of Management annual meeting (virtual meeting, 2020). Symposium was accepted by the SIM division
- “Broadening our Sight into Distrust” PDW, Facilitator/panel member, Academy of Management annual meeting (August, 2020)
- OB division research incubator PDW, Facilitator/panel member, Academy of Management annual meeting (August, 2020)
- 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 Managerial and Organizational Cognition Division (since 2022)
- 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)

### **Journal Editorial Board Membership**

**Human Relations** (FT 50 journal) Editorial Board member (since September 2020)

### **Ad-Hoc Reviewer for Scholarly Journals**

*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)

*Journal of Organizational Behavior* (since 2021- present)

*Journal of Personality and Social Psychology* (since 2020 – present)

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

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

*Organization Science* (since 2007 – present)

### **Award Nominations Committee Member**

International Association for Conflict Management Outstanding Book Award 2020 (*IACM, 2020*)

Best Student Paper Award at the annual International Association for Conflict Management meeting (*IACM, 2019*)

OB Division's Award for Best Paper with Practical Implications at the Annual academy of Management meeting (*AOM, 2011*)

### **Professional Affiliations**



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

Member, International Association for Conflict Management (IACM)

Member, Positive Organizational Scholarship Association (POS)

Member, International Association for Emotions and Worklife (EMONET)