
JENNIFER S. MUELLER

University of San Diego

Phone: (619) 260-4861 ♦ E-mail: jmueller@sandiego.edu

Personal webpage: <http://jennifersmueller.com/>

EDUCATION

Brandeis University, Waltham, MA

Doctor of Philosophy, Social and Developmental Psychology.

Dissertation Title: “The Effects of Expressive Writing on Creativity and Quality in the Workplace.”

Committee: Leslie Zebrowitz (chair), Teresa Amabile, Joseph Cunningham, and Margie Lachman

Southern Methodist University, Dallas, TX

Bachelor of Arts, Major: Psychology, Minor: English

Cum Laude, Honors Program, Phi Beta Kappa, Distinction in Psychology

Distinction Thesis: “Linguistic Determinants of Social Perception”

Thesis Advisor: Diane Berry

ACADEMIC AFFILIATIONS AND EMPLOYMENT HISTORY

School of Business, University of San Diego, San Diego, CA, August 2012 – present

Associate Professor (with tenure)

The Wharton School, University of Pennsylvania, Philadelphia, PA, 2005-2012

Assistant Professor of Management

Stern School of Business, New York University, New York, NY, 2003-2005

Post Doctoral Position

Yale School of Management, Yale University, New Haven, CT, 2001-2003

Lecturer in Organizational Behavior

Harvard Business School, Harvard University, Boston, MA, 1997-2001

Research Associate

RESEARCH INTERESTS

♦ **Creativity**

- The bias against creativity
- Implicit theories of creative ideas and people – and why they harm creative idea endorsement

♦ **Groups and Teams**

- Process loss in dyads and large teams
- The collective decision-making processes around advancing novel ideas
- Collaboration (e.g., help seeking and giving) and creativity

♦ **Leadership**

- Implicit leadership theories

BOOK

1. Mueller, J. S. (2017). *Creative Change: Why we resist it...how we can embrace it*. Houghton Mifflin Harcourt, NY, NY.
 - Forbes top 17 creative leadership books of 2017

PUBLICATIONS (*student)

2. Mueller, J. S., Melwani, S., Loewenstein, J. & Deal, J. J. (2018). Reframing the decision-makers’ dilemma: Towards a social context model of creative idea recognition. *Academy of Management Journal*.
3. Minson, J. A., Mueller, J. S. & Larrick, R. (2017). The fickle wisdom of dyads: When discussion undermines versus enhances the accuracy of collaborative judgment. *Management Science*

4. Loewenstein, J., & Mueller, J. S. (2016). Implicit Theories of Creative Ideas: How Culture Guides Creativity Assessments, *Academy of Management Discoveries*, 2, 313-319.
 - Lead article
5. Rosette, A. S., Mueller, J. S., & Lebel*, D. (2015). Why men do not ask for directions: Help seeking and perceptions of leadership competence. *Leadership Quarterly*
 - Feature article in the following media outlets: Forbes, Fast Company, National Social Science Roundup
6. Mueller, J. S., & Wakslak, C., Krishnan, V. (2014). Construing creativity: The how and why of recognizing creative ideas. *Journal of Experimental Social Psychology*, 51, 81-87
 - Feature article in the following media outlets: NPR, Forbes, Fast Company
7. Mueller, J. S., Loewenstein, J., & Melwani, S. (2013, August). Social roles and category use: A study of creativity assessment. *Proceedings, Cognitive Science Society*, Berlin, Germany.
8. Minson, J., & Mueller, J. S. (2013). Groups weight outside information less than individuals although they shouldn't: Response to Shultze et al. *Psychological Science*, 24(7), 1373 -1374.
9. Melwani*, S., Mueller, J. S., & Overbeck, J. R. (2012). Looking down: The influence of contempt and compassion on leadership perceptions. *Journal of Applied Psychology*, 97(6), 1171-1185.
10. Mueller, J. S., Melwani*, S., Goncalo, J. (2012). The bias against creativity: Why people desire yet reject creative ideas. *Psychological Science*, 21(1), 13-17.
 - Feature article in the following media outlets: Sciencedaily, Freakonomics, Forbes, Financial News USA, over 65,000 downloads since date of posting, most downloaded paper on Cornell DigitalCommons@ILR, listed on the *Academy of Management Discoveries* website as a “exemplar paper”
11. Minson, J. & Mueller, J. S. (2012). The cost of collaboration: Why joint decision making exacerbates the rejection of outside information. *Psychological Science*, 23(3), 214-219
12. Mueller, J. S. (2012). Why individuals in larger teams perform worse. *Organizational Behavior and Human Decision Processes*, 117(1), 111-124.
 - Findings mentioned in Knowledge at Wharton, Time Magazine, Financial Times, and Fortune Magazine
13. O'Neill, A., & Mueller, J. S. (2011). Demography, emotional expressivity, and undermining in a female-dominated organization. In L. A. Toombs (Ed.), *Proceedings of the Seventieth Annual Meeting of the Academy of Management*.
14. Mueller, J. S., Goncalo, J., Kamdar, D. (2011). Recognizing creative leadership: Can creative idea expression negatively relate to perceptions of leadership potential? *Journal of Experimental Social Psychology*, 47, 494-498.
 - Feature article in the following media outlets: WSJ, BNET, CNN, CNBC, Scientific American, Psychology Today, NASA, Bigthink.com, Knowledge@Wharton, Research at PENN
15. Mueller, J. S. & Kamdar, D. (2011). Why seeking help from teammates is a blessing and a curse: A theory of help seeking and individual creativity in team contexts. *Journal of Applied Psychology*, 96, 263-276.
16. Hennessey, B. A., Amabile, T. M. & Mueller, J. S. (2010). Chapter 46: Consensual Assessment. *Encyclopedia of Creativity*, 4th edition.

17. Mueller, J. S., & Cronin, M. A. (2009). How Relational Processes Support Team Creativity. In E. A. Mannix, M. A. Neale & J. A. Goncalo (Eds.), *Research on Managing Groups and Teams: Creativity in Groups* (Vol. 12). Bingley, UK: Emerald Group Publishing Limited.
18. Amabile, T. M., Mueller, J. S. (2007). Studying creativity, its processes, and its antecedents: An exploration of the componential theory of creativity. *Handbook of Organizational Creativity*. Eds. Jing Zhou and Christina Shalley. Mahwah, NJ: Lawrence Erlbaum Associates.
19. Cohen-Charash, Y, & Mueller, J. S. (2007). Does unfairness exacerbate or mitigate interpersonal counterproductive work behaviors related to envy? *Journal of Applied Psychology*, 92, 666-680.
20. Mueller, J.S. & Curhan, J.R. (2006). Emotional intelligence and counterpart affect induction in a negotiation. *International Journal of Conflict Management*, 17, 110-128.
21. Amabile, T. M. & Barsade, S., Mueller, J. S., Staw, B. (2005). Affect and creativity: A daily longitudinal test. *Administrative Science Quarterly*, 50, 367-403.
22. Kurtzberg, T. R., & Mueller, J. S. (2005). The influence of daily conflict perceptions on creativity: A longitudinal study. *International Journal of Conflict Management*, 16, 335-353.
23. Amabile, T. M., Patterson, C., Mueller, J. M., Wojcik, T., Odomirok, P., Marsh, M., & Kramer, S. (2001). Academic-practitioner collaboration in management research: A model and a case study. *Academy of Management Journal*, 44, 418-431.
24. Tucker, J. S., & Mueller, J. S. (1999). Spouses' social control of health behaviors: Use and effectiveness of specific strategies. *Personality and Social Psychology Bulletin*, 26, 1120-1130.
25. Berry, D.S., Pennebaker, J.W., Mueller, J. S., & Hiller, W. S. (1997). Linguistic bases of social perception. *Personality and Social Psychology Bulletin*, 23, 526-537.

MANUSCRIPTS IN PROGRESS

1. Harvey, S. & Mueller, J. S. *The paradox of advancing novelty: A dialectic process for advancing new ideas in teams*. Reject and Resubmit at [Organization Science](#).
2. Mueller, J. S. & Tsay, C. *The curse of being a creative: When being categorized as a creative person can help and harm idea endorsement decisions*.
3. Mueller, J. S., Burris, E., & Kamdar, D. *The creative person's dilemma: The implicit tradeoffs of being seen as open vs. effective at implementation*.
4. O'Neill, A., & Mueller, J. S. *Love hurts: Why women harm one another more in female groups*.

PRACTITIONER ARTICLES

1. Mueller, J. S. (2014). Managers Reject Ideas Customers Want. *Harvard Business Review*
2. Mueller, J. S. (2017). How to Change A Person's Mind. *Psychology Today*.
3. Mueller, J. S. (2017). Why We Resist Creativity When We Need It Most. *Psychology Today*.
4. Mueller, J. S. (2017). Chinese and American Consumers Have Different Ideas About What Makes a Product Creative. *Harvard Business Review*.
5. Mueller, J. S. (2017). Most people are secretly threatened by creativity. *Quartz*.

CONFERENCE PRESENTATIONS

- 2016 Mueller, J. S., Melwani, S., Loewenstein, J., & Deal, J. Reframing the decision-makers dilemma: A social-context model of creative idea recognition. Israeli Organizational Behavior Conference, Tel Aviv, Israel

- 2015 Mueller, J. S., Harvey S. *The Dynamic Processes of Novelty Acceptance in Groups*. Paper presented at the Academy of Management, Vancouver, Canada
- 2015 Mueller, J. S., Burris, E., Kamdar, D. The creative person's dilemma: The trade-off between being seen as open and efficient. Paper presented at the Academy of Management, Vancouver, Canada
- 2013 Mueller, J. S., & Kamdar, D. *The limits of proactivity: When group properties "turn-off" the value of creative problem solving*. Paper presented at a symposium titled: "You & Me: Advances in Understanding the Interpersonal Dynamics Surrounding Creativity in Groups" (Markus Baer & Andrew Knight, Chairs). Academy of Management, Orlando Florida.
- 2012 Mueller, J. S., & Melwani, S. *A tale of Two Creativities: Idea Creation and Evaluation Roles Ideas Shape Creativity Assessments*. Paper presented at the Academy of Management, Boston, MA
- 2011 O'Neill, O. A. & Mueller, J. S. (2011-Aug). *Demography, Emotional Expressivity, and Undermining in a Female-Dominated Organization*. Paper presented at the Academy of Management, San Antonio, TX
- 2010 Mueller, J. S., Lebel, D., Rosette, A. S. (2010-May). Why Men Do Not Ask For Directions: Help Seeking and Perceptions of Leadership. Paper presented at "New Directions in Leadership Research Conference," Rotterdam, Netherlands
- Mueller, J. S., Kamdar, D. (2010- Aug). *Who Seeks Help and When Seeking Help Matters: A Cross-Level Theory of Help Seeking and Individual Level Creativity in Group Contexts*. Paper presented at a symposium titled: "Social Relationships and Creativity at Work: Creativity as an Interpersonal Social Process" (Nora Madjar & Jill Perry-Smith, Chairs), Academy of Management, Montreal, Canada.
- Melwani, S., J, S. Mueller, Overbeck, J. (2010-Aug). *Looking Down: The Influence of Contempt and Compassion on Leadership Perceptions*. Paper presented at the Academy of Management, Montreal, Canada
- 2009 Lebel, D., Mueller, J. M., & Rosette, A. S. (2009-Aug). *For Whom Is It Lonely At The Top: Gender Stereotypes and Social Costs of Asking for Help*. Paper presented at a symposium titled: "If I Do, then I Can't: Yet Another Diversity Dilemma and Career Paradox" (Donna Maria Blancero, Chair), Academy of Management, Chicago, IL.
- Mueller, J. S., & Kamdar, D. (2009-Aug). *Does Individual Level Help Seeking Aid Individual Level Creativity?: It Depends Upon the Group – A Cross Level Perspective On Help Seeking In Team Contexts*. Paper presented at a symposium titled: "Creativity and Teams: Bringing Parallel Research Streams Together" (Matt Cronin, Chair), Academy of Management, Chicago, IL.
- Cronin, M. A. & Mueller, J. S. (2009-June). *A Model of Group Level Creativity in Organizations*. Paper presented at "InGroup Conference," Colorado Springs, CO.
- Mueller, J. S., & Kamdar, D. (2009-June). *Why Seeking Help from Teammates Is a Blessing and a Curse: A Theory of Help Seeking and Individual Creativity in Team Contexts*. Paper presented at "InGroup Conference," Colorado Springs, CO.
- 2008 Mueller, J. S., & Melwani, S. (2008-Aug). *The Social and Structural Processes That Contribute to the Valuation of Creative Ideas In Organizations*. Paper presented at a symposium "Beyond idea generation: How do individuals and teams select their most creative ideas? (Jack Goncalo, Chair), Academy of Management, Anaheim, CA.
- 2007 Melwani, S., Mueller, J. S., & Overbeck, J. R. (2007-Aug). *How Discrete Emotions Relate to Initial Status Conferral*. Paper presented at the Academy of Management Conference, Philadelphia, PA.

- 2006 Mueller, J. S. & Melwani, S. (2006-Aug). *The Role that Relationships Play in the Advancement of Creative Ideas in Organizational Contexts*. Paper presented at a symposium titled: "Team creativity: Looking at interpersonal relationships within and outside of work groups" (Jill Perry-Smith, Chair), Academy of Management, Atlanta, GA.
- Mueller, J. S. (2006-Aug). *Why Individuals in Larger Teams Perform Worse*. Paper Presented at the Academy of Management Conference, Atlanta, GA.
- Curhan, J. R., & Mueller, J. S. (2006-January). *Emotional intelligence and counterpart affect induction in the context of integrative negotiations*. Paper presented at the 7th Annual Meeting of the Society for Personality and Social Psychology, Palm Springs, California.
- 2004 Mueller, J. S. & Curhan, J. R. (2004-Aug). *Emotional Intelligence and Counterpart Affect Induction*. Paper Presented at the Academy of Management Conference, New Orleans, LA.
- Cohen-Charash, Y., Mueller, J. S. & Goldman, M. (2004-Aug). *When Do We Help and When Do We Harm? Effects of Outcome Favorability and Procedural Fairness on Envy and Behavior*. Paper Presented at a symposium "Justice, emotions and related constructs" (Yochi Cohen-Charash and Zinta Byrne, Chairs), Academy of Management, New Orleans, LA.
- 2003 Mueller, J. S., Amabile, T. M., Simpson, W. B., Hadley, C. N., Kramer, S. & Fleming, L. (2003-Aug). *The Influence of Time Pressure on Creativity in Organizations*. Paper presented at the Academy of Management Conference, Denver, CO.
- Mueller, J. S., Amabile, T. M., Barsade, S. G., Staw, B. (2003-March). *Affect and Creativity at Work*. Presentation in the Symposium "The Contextual Metamorphosis of Individual Creativity into Organizational Creativity," Henry Moon, Dick Woodman, Chairs, Society for Industrial and Organizational Psychology, Orlando, FL.
- 2001 Amabile, T. A. & Mueller, J. S. (2001-Aug). *Exploring the causes and consequences of everyday affect at work*. Presentation in the Symposium "Images and Influences of Everyday Emotion: Experience Sampling of Emotions in Organizations," (Sigal Barsade & Stefan Meisiek, Chairs), Academy of Management, Washington D. C.
- 2000 Mueller, J. S., Bonk, A., & Bunk, J. (2000-June). *The relative contribution of static facial cues to person perception*. Presented at the meeting of the American Psychological Society, Miami, FL.
- 1994 Mueller, J. S., Berry, D. S., & Pennebaker, J. W. (1994-May). *Emotional experience, emotional expressiveness and linguistic style*. Presented at the meeting of the Midwestern Psychological Association, Chicago, IL.
- 1993 Berry, D.S., Mueller, J.S., Hiller, W.S., & Pennebaker, J. W. (1993-November). *Linguistic determinants of social judgment*. Presented at the meeting of the Psychonomic Society, Washington, D.C.
- Berry, D. S., Hiller, W.S., & Mueller, J. S. (1993-August). *Dimensions of nonverbal expressiveness and social perception*. Presented at the Seventh International Conference on Event Perception and Action, University of British Columbia, Vancouver, British Columbia, Canada.

SELECTED MEDIA ATTENTION

1. (March, 2017) **New York Magazine**: Why Nobody Takes Your Creative Ideas Seriously. <http://nymag.com/scienceofus/2017/03/why-people-reject-creative-ideas.html>
2. (January, 2017) **THINK/KERA**: The Challenges of Change. <http://think.kera.org/2017/02/01/the-challenges-of-change/>
3. (June, 2015) **Fast Company**: How leaders can ask for help and keep their teams confident. <http://www.fastcompany.com/3047784/how-to-be-a-success-at-everything/how-leaders-can-ask-for-help-and-keep-their-teams-confident>
4. (May, 2015) **Forbes**: When a man asks for help he is considered a less competent leader <http://www.forbes.com/sites/frederickallen/2015/05/15/when-a-man-asks-for-help-hes-considered-a-less-competent-leader-study-says/>
5. (December, 2014) **NPR**: Among Dartmouth's Lathes and Saws, Lessons in Creativity <http://www.npr.org/blogs/ed/2014/12/01/353286773/among-dartmouths-lathes-and-saws-lessons-in-creativity>
6. (October, 2014) **The Atlantic**: Why Experts Reject Creative Ideas <http://www.theatlantic.com/business/archive/2014/10/why-new-ideas-fail/381275/>
7. (August, 2014) **Knowledge at Wharton**: Can Creativity Be Taught <http://knowledge.wharton.upenn.edu/article/can-creativity-be-taught/>
8. (May, 2014) **Forbes**: How Companies Spot Creative Ideas To Drive Innovation <http://www.forbes.com/sites/sungardas/2014/05/13/how-companies-can-spot-creative-ideas-to-drive-innovation/>
9. (February, 2014) **NPR**: Why We Miss Creative Ideas Right Under Our Noses <http://www.wbur.org/npr/282836487/why-we-miss-creative-ideas-that-are-right-under-our-noses?ft=3&f=282836487>
10. (December, 2013) **Fast Company**: Why Companies are Terrible At Spotting Creative Ideas <http://www.fastcodesign.com/3023203/evidence/why-companies-are-terrible-at-spotting-creative-ideas>
11. (February, 2013) **I/O AT WORK**: Getting Ahead by Getting Emotional <http://www.ioatwork.com/get-ahead-by-getting-emotional-io-psychology/>
12. (January 2012) **Time**: The Unexpected Costs of Collaboration <http://business.time.com/2012/01/19/the-unexpected-costs-of-collaboration/>
13. (December 2011) **Miami Herald**: How To Combat Creative Resistance <http://www.miamiherald.com/2011/12/04/2529154/how-to-combat-creative-resistance.html>
14. (September 2011) **Science Daily**: Why We Crave Creativity Yet Reject Creative Ideas <http://www.sciencedaily.com/releases/2011/09/110903142411.htm>
15. (September 2011) **Freakonomics**: Why We Desire But Reject Creative Ideas <http://www.freakonomics.com/2011/09/09/why-we-desire-but-reject-creative-ideas/>
16. (September 2011) **Forbes**: Managing the Psychological Bias Against Creativity <http://www.forbes.com/sites/chunkamui/2011/02/06/are-the-people-in-your-organization-too-smart-to-be-creative/>
17. (August 2011) **Earthsky**: Are People Biased Against Creative Ideas? <http://earthsky.org/human-world/are-people-biased-against-creative-ideas>
18. (August 2011) **APS Website, Wray Herbert's Blog**: A Bias Against Creativity? <http://www.psychologicalscience.org/index.php/news/full-frontal-psychology/a-bias-against-creativity.html#hide>
19. (July 2011) **British Psychological Society**: Help On Tasks Boosts Creativity For The Seeker But Impedes It For The Giver <http://bps-occupational-digest.blogspot.com/2011/07/help-on-tasks-boosts-creativity-for.html>
20. (May 2011) **Bigthink.com**: Why Creativity Can Be A Problem For Leaders <http://bigthink.com/ideas/38407>

21. (June 2011) **Tech Edge**: Facing the Creativity Leadership Chasm <http://techedgellc.com/facing-the-creative-leadership-chasm/>
22. (March 2011) **Bob Sutton's Blog**: More Reasons Why Creativity Sucks: Creative People Seen as Having Less Leadership Potential http://bobsutton.typepad.com/my_weblog/2011/03/another-reason-creativity-sucks-creative-people-are-judged-as-having-less-leadership-potential.html
23. (February, 2011) **Forbes**: Are the People in Your Organization Too Smart To Be Creative? <http://www.forbes.com/sites/chunkamui/2011/02/06/are-the-people-in-your-organization-too-smart-to-be-creative>
24. (February, 2011) **CNN**: Does Being Creative Help You Climb To The Top [http://www.cnn.com/2011/LIVING/02/01/creative.leadership/index.html?utm_source=feedburner&utm_medium=feed&utm_campaign=Feed:+rss/cnn_living+\(RSS:+Living\)](http://www.cnn.com/2011/LIVING/02/01/creative.leadership/index.html?utm_source=feedburner&utm_medium=feed&utm_campaign=Feed:+rss/cnn_living+(RSS:+Living))
25. (February, 2011) **CNBC**: The Curious Case of Creativity in Leadership <http://www.cnbc.com/id/41475540>
26. (February, 2011) **Knowledge@Wharton**: A Bias Against Quirky: Why Creative People Can Lose Out on Leadership Positions <http://knowledge.wharton.upenn.edu/article.cfm?articleid=2713>
27. (February, 2011) **Wall Street Journal**: Are Creative Types Lousy Leaders? <http://blogs.wsj.com/in-charge/2011/02/24/are-creative-types-lousy-leaders/>
28. (December 2010) **Fast Company**: Why Creative People Are Kept Out of the Drivers Seat <http://www.fastcompany.com/1708589/why-creative-people-are-kept-out-of-the-drivers-seat>
29. (December, 2010) **BNET**: CEO Wanted. Creative People Need Not Apply <http://www.bnet.com/blog/entry-level/ceo-wanted-creative-people-need-not-apply/3808>
30. (December, 2010) **Scientific American**: Creativity Can Lessen Leader Image <http://www.scientificamerican.com/podcast/episode.cfm?id=08E4AFFC-DE66-2D9F-73B123D62D961310>

CLASSES TAUGHT

2012 -present	Associate Professor – University of San Diego <ul style="list-style-type: none"> ◆ <i>Ethical Leadership</i>: MBA level ◆ <i>Organizational Behavior</i>: Undergrad level
2005-2012	Assistant Professor –Wharton School, University of Pennsylvania: <ul style="list-style-type: none"> ◆ <i>Leading Effective Teams</i>: Undergrad level ◆ <i>Leading Effective Teams</i>: MBA level ◆ <i>Micro OB Seminar</i>: PhD level ◆ <i>Negotiations</i>: Undergrad and MBA level
2003-2005	Visiting Assistant Professor —Stern School of Business, New York University: <ul style="list-style-type: none"> ◆ <i>Management and Organizational Analysis</i>: Undergrad level
2001-2003	Lecturer/Faculty —Yale School of Management, Yale University: <ul style="list-style-type: none"> ◆ <i>Strategic Human Resource Management</i>: MBA level ◆ <i>Enhancing Negotiation Skills</i>: MBA level

INVITED PRESENTATIONS

2016	<p>“<i>Reframing the Decision-Makers Dilemma: Towards a Social Context Model of Creative Idea Recognition</i>”</p> <ul style="list-style-type: none"> • Boston College, Creativity Conference • University of California, Davis, Management Department <p>“<i>Two Roads Diverge in a Yellow Wood</i>”: <i>Learning from Career Narratives/Stories of Leading Academics</i></p> <ul style="list-style-type: none"> • Panelist, Israeli Organizational Behavior Conference <p><i>Implicit theory of creative ideas: How culture guides creativity assessments</i></p>
------	--

- Technion- Israel Institute of Technology

2015 *The dynamic process of novel idea selection in groups*

- Wharton NSF conference on Knowledge Management

2013-14 *Do you like my idea or my hair?: Why insignificant factors like hairstyle can alter endorsement of creative ideas.*

- University College London, Management Science and Innovation Department
- Cambridge University, Management Department

The Innovator's Dilemma: The Tradeoffs of Behaving in Ways To Generate and Implement Creative Ideas

- INSEAD, Fontainebleau, Management Department
- London Business School, Organisational Behaviour Department
- London School of Economics, Organisational Behaviour Department
- Indian School of Business, Organisational Behavior Department
- University College London, Management Science and Innovation Department
- University of North Carolina, Chapel Hill
- Johns Hopkins University, Management Department
- University of Southern California, Management Department
- Vanderbilt University, Management Department
- Cambridge University, Management Department
- The Wharton School, Decision Processes Seminar
- University of California, Irvine, Management Department

2011-2012 *The Bias Against Creativity*

- University of California, Los Angeles, Management Department
- Northwestern University, Management Department
- Southern Methodist University, Management Department
- University of Texas at Dallas, Management Department
- University of Texas at Arlington, Management Department
- University of San Diego, Management Department
- Loyola Marymount University, Management Department
- University of California at Riverside, Management and Marketing Department

2010 *The Bias Against Creativity*

- Duke University, Management Department
- University of California San Diego, Cognitive Psychology Department
- San Diego State University, Psychology Department

Why Men Do Not Ask For Directions: Help Seeking and Perceptions of Leadership Competence

- University of California San Diego, Psychology Department

2009 *The Complexities of Seeking and Giving Help During The Creative Process*

- University of Texas at Austin, Management Department
- Cornell University, ILR
- George Mason University, Management Department

Who is Seen as a Better Leader – the Contemptuous or the Compassionate?: The Relationship Between Discrete Emotion and First Impressions of Leadership

- Ross School of Business, University of Michigan

- 2007 *Emotional Expression and Status Conferral* (with Shimul Melwani)
- University of Pennsylvania, M-Squared Seminar
- 2006 *Why Individuals in Larger Teams Perform Worse*
- University of Pennsylvania, M-Squared Seminar
- The Positive Side of Relationship Conflict: How Relational Theory Explains Positive Benefits of Conflict in Organizations.*
- University of California-Davis, Qualitative Data Conference
- 2005 *Why Individuals in Larger Teams Perform Worse*
- University of Pennsylvania, The Wharton School, The Management Department
 - University of Pennsylvania, The Wharton School, Micro OB Conference
 - INSEAD
 - Hong Kong University of Science and Technology, HKUST Business School
 - University of Miami, School of Business
 - Boston University, School of Management
- Emotional Convergence and Creativity at Work*
- University of Connecticut, Department of Psychology
- 2003 *Affect and Creativity at Work*
- Instituto de Empresa Business School
 - Queens University, Queens School of Business
 - University of South Florida, College of Business

RESEARCH GRANTS & AWARDS

- 2017 Best Student Paper Award. “Emotional attachment to new ideas: A cross-cultural comparison” (with Moran Lazar and Ella Miron-Spektor). The 18th Organizational 3 Studies and Human Resources Management conference, Israel.
- 2016 Finalist invited to submit full proposal to NSF Engineering Research Center Program
- 2014 Finalist invited to submit full proposal to Imagination Institute
- 2013 Research Excellence Grant (UT Austin)
- 2011 Academy of Management Proceedings
- 2010 Joint Initiative Indian School of Business and Wharton, Research Award
- 2008 Joint Initiative Indian School of Business and Wharton, Research Award
- 2006 Center for Leadership and Change, Research Award, 2005-2006
- 2006 Mack Center for Technological Innovation, Research Award, 2006
- 2002 Harvard University, Program on Negotiations Small Grant Award
- 1998 Brandeis University Psychology Departmental Grant Recipient

DISSERTATION COMMITTEES

- | | | |
|----------------|----------------|--|
| Shimul Melwani | 2011
Member | “A little bird told me so: Emotions, attributions, and relationships as a consequence of gossip” |
| Jennifer Dunn | 2007
Member | “The effect of selective communication on personal reputations for competence, creativity and integrity” |

PROFESSIONAL SERVICE

University of San Diego - 2012-17
CARE Faculty Representative

Changemaker Champion
Leadership and Interpersonal Skills Committee
USD Leadership Fellow Program, Co-organizer
Ethics Assessment Committee
Management Hiring Coordinator
Summer Undergraduate Research Experience Application Review Committee, Member
One Challenge, Judge
Social Innovation Challenge, Judge

Wharton - 2005-2011
Wharton OB conference, Co-organizer
PhD Second year reading committee, Reader
PhD First year exam, Chair
OB Group RA Consortium Organizer

REFEREEING

Incoming Associate Editor: Academy of Management Discoveries (July 2017 – July 2020)

Editorial Board Memberships: Organizational Behavior and Human Decision Processes (2011- present), Journal of Applied Psychology (2012 – present), Organization Science (2017 - present)

Ad-hoc Reviewer - Journals: Management Science, Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Journal of Personality and Social Psychology, Creativity Research Journal, Personality and Social Psychology Bulletin, Human Relations, International Journal of Conflict Management, Emotion, Journal of Experimental Social Psychology, Organization Studies, European Journal of Social Psychology

Ad-hoc Reviewer - Conferences: Academy of Management Entrepreneurship & Organizational Behavior Division

PROFESSIONAL MEMBERSHIPS

Member: Academy of Management, OB and Entrepreneurship Divisions; American Psychological Association, American Psychological Society