

## PETER BELMI - CURRICULUM VITAE

---

### Contact

*University of Virginia*  
Darden School of Business  
100 Darden Boulevard  
Charlottesville, VA 22903  
belmip@darden.virginia.edu

### Appointments

*Darden School of Business, University of Virginia*  
Shannon Center Mid-Career Fellow, 2024 –  
Scott C. Beardsley Associate Professor of Business Administration, 2021 –  
Associate Professor (with tenure), 2021 –  
Assistant Professor, 2015 – 2021

*School of Engineering and Applied Science*  
Engineering Systems and Environment Department (by courtesy), 2021-2024

### Education

*Stanford Graduate School of Business*  
Ph.D., Organizational Behavior, 2015

*San Francisco State University*  
MS Industrial-Organizational Psychology, 2010

*Ateneo de Manila University*  
AB Psychology, 2007

### Research Interests

*Social class, inequality, power, stratification, culture*

### Awards and Recognition for Teaching

- *Faculty Marshal*, Voted by the Graduating Class (2023, 2024)
- *Exceptional Teaching Recognition*, The Seven Society at UVA (2023)
- *Outstanding Teaching Recognition* (2015, 2016, 2017, 2018, 2022, 2023)
- *Diversity Faculty Award*, Voted by the Graduating Class (2020)
- *The John Colley Award* (2018)
- *Top 40 Business Professors Under 40*, Poets and Quants (2018)
- *Favorite Classes of Top MBAs*, Poets and Quants (2019, 2020, 2023, 2024)
- *Top MBA Professors*, BSchools.Org (2018)

### Awards and Recognition for Scholarship

- *Shannon Center Mid-Career Fellowship* (2024-2027)
- *Best Reviewer Award*, *Organizational Behavior and Human Decision Processes* (2024)
- *Best Symposium Award*, *Academy of Management OB Division* (2022)
- *Scott C. Beardsley Associate Professor Chair Appointment* (2021)
- *University of Virginia 3 Cavaliers Program Grant [60K]* (2021)
- *Wells Fargo Award for Outstanding Research Publication* (2021)
- *Thinkers50: 30 Management Thinkers Most Likely to Shape the Future* (2018)
- *Best Symposium Award*, *Academy of Management OB Division* (2017)
- *Best Article Award*, *Academy of Management Discoveries* (2016)
- *Center for Decision Research Research Grant*, *University of Chicago* (2015)
- *OB Department Nominee*, *AOM Doctoral Consortium* (2014)
- *DARE Fellow Alternate*, *Vice Provost for Graduate Education* (2013)
- *Best Paper Award*, *Excellence in Ethics Research Conference* (2013)
- *Outstanding Research Award*, *Society for Personality and Social Psychology* (2012)
- *Clara Mayo Grant*, *Society for the Psychological Study of Social Issues* (2011)
- *Distinguished Graduate Student Award*, *San Francisco State University* (2010)

- Publications**
15. Han, I., **Belmi, P.**, & Thomas-Hunt, M. (in press). Managers can support employees in working-class contexts by promoting growth mindsets. *Personality and Social Psychology Bulletin*.
  14. **Belmi, P.**, Raz, K., Neale, M., & Thomas-Hunt, M. (2024). The consequences of revealing first-generational status. *Organization Science*, *35*(2), 667-697.
  13. Frey, E., Adams, G., Pfeffer, J., & **Belmi, P.** (2023). What we (do not) know about punishment across organizational boundaries: A critical review. *Journal of Management*, *49*(1), 196-236.
  12. **Belmi, P.**, Jun, S., & Adams, G. (2022). The equal opportunity jerk defense: Rudeness can obfuscate gender bias. *Psychological Science*, *33*(3), 397-411.
  11. Martin, S., Harrison, S., Hoopes, C., Schroeder, J., & **Belmi, P.** (2022). Talking shop: An exploration of how talking about work affects our initial interactions. *Organizational Behavior and Human Decision Processes*, *168*, 104.
  10. Adams, G., O'Connor, K., & **Belmi, P.** (2022). Social perception in moral judgments of interpersonal transgressions. *Current Opinion in Psychology*, *44*, 177-181.
  9. **Belmi, P.**† & Schroeder, J.† (2021). Human “resources”: Objectification at work. *Journal of Personality and Social Psychology*, *120*(2), 384-417.
  8. **Belmi, P.**, Neale, M., Reiff, D., & Ulfe, R. (2020). The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality. *Journal of Personality and Social Psychology*, *118*(2), 254-282.
  7. Phillips, T., Martin, S., & **Belmi, P.** (2020). Social class transitions: Three guiding questions for moving the study of class to a dynamic perspective. *Social and Personality Psychology Compass*, *14*(9), e12560.
  6. **Belmi, P.** & Pfeffer, J. (2018). The effect of economic consequences on social judgment and choice: Reward interdependence and the preference for sociability versus competence. *Journal of Organizational Behavior*, *39*, 990-1007.
  5. **Belmi, P.** & Laurin, K. (2016). Who wants to get to the top? Class and lay theories about power. *Journal of Personality and Social Psychology*, *111*(4), 567-584.
  4. **Belmi, P.** & Pfeffer, J. (2016). Power and death: Mortality salience increases power-seeking while feeling powerful reduces death anxiety. *Journal of Applied Psychology*, *101*(5), 702-720.
  3. **Belmi, P.** & Pfeffer, J. (2015). How ‘organization’ weakens the norm of reciprocity: The effects of attributions for favors and a calculative mindset. *Academy of Management Discoveries*, *1*, 36-57.

2. **Belmi, P.**, Barragan, R., Neale, M., & Cohen, G. (2015). Threats to identity can trigger social

1. **Belmi, P.** & Neale, M. (2014). Mirror, mirror, on the wall, who's the fairest of them all: Thinking that one is attractive increases the tendency to support inequality. *Organizational Behavior and Human Decision Processes*, 124(2), 133-149.

**Research in Progress**

- *Gender and power* (with Jeffrey Pfeffer)
- *Privilege* (with Naomi Fa-Kaji, Derek Brown, Aastha Mittal, and Juliana Schroeder)
- *Cross-class interactions* (with Jieun Pai and Gabrielle Adams)
- *First-generation college students* (with Shuang Wu)
- *Creativity* (with Jennie Kim)
- *Affirmative Action* (with Sora Jun)
- *Virtue Signaling* (with Preeti Srinivasan and Gabrielle Adams)

**Invited Presentations**

- Imperial College London, Imperial College Business School (2025)
- George Mason University, Costello College of Business (2025)
- University of Chicago, Booth School of Business (2024)
- Columbia University, Graduate School of Business (2024)
- Rice University, Jones Graduate School of Business (2023)
- University of Maryland, Robert H. Smith School of Business (2023)
- Stanford University, Graduate School of Business (2022)
- University of Illinois, School of Labor and Employment Relations (2021)
- UC Berkeley Institute of Personality and Social Research (2021)
- Yale University, School of Management (2021)
- University of Wisconsin-Madison, School of Business (2021)
- Harvard Kennedy School, Behavioral Insights Group (2020)
- Stanford University, Graduate School of Business (2020)
- University of North Carolina, Kenan-Flagler Business School (2020)
- University of Southern California, Marshall School of Business (2019)
- Carnegie Mellon University, Center for Behavioral Decision Research (2019)
- Stanford University, Graduate School of Business (2019)
- Harvard University, Harvard Business School (2019)
- Indiana University at Bloomington, Kelley School of Business (2019)
- Purdue University, Acceptance and Inclusion Consortium (2019)
- Duke University, Fuqua School of Business (2016)
- University of British Columbia, Sauder School of Business (2014)
- University of Washington-Seattle, Foster School of Business (2014)
- University of Virginia, Darden Graduate School of Business (2014)
- University of Utah, David Eccles School of Business (2014)
- Cornell University, Industrial Labor Relations School (2014)
- University of Texas-Austin, McCombs School of Business (2014)

**Conference Presentations**

- The heroization and exploitation of first-generation college graduates (with Shuang Wu)*
- Academy of Management Conference, 2024
  - International Association for Conflict Management, 2024

*Examining social class differences in creativity (with Jennie Kim)*

- Academy of Management Conference, 2024

*Support for class-based and race-based affirmative action in higher education (with Sora Jun)*

- Academy of Management Conference, 2024
- International Association for Conflict Management, 2024

*Performative wokeness and reputational signaling on social issues (with Preeti Srinivasan and Gabrielle Adams)*

- Academy of Management Conference, 2021, 2023
- International Association for Conflict Management, 2022

*Social class and class inequality in organizations: Facing and fighting classism in the workplace (with Shawn Quan). \*\*showcase symposium*

- Academy of Management Conference, 2022

*New perspectives on increasing diversity and reducing inequality in organizations (with Linda Chang and Aneesh Rai) \*\*showcase symposium*

- Academy of Management Conference, 2022

*The productivity process: What we can learn from Pfeffer's (2010) writings on power (with Mike Baer).*

- Academy of Management Conference, 2022

*How race shapes the class-based experience of workplace belonging and its implications for upward mobility (with Catherine Owsik)*

- American Public Policy and Management Conference, 2022

*Managers can support employees in working-class contexts by promoting growth mindsets (with Inhyun Han, Catherine Owsik, and Melissa Thomas-Hunt)*

- Academy of Management Conference, 2018, 2021
- Positive Organizational Scholarship Conference, 2019

*The outgroup exaggeration effect: Outgroup members exaggerate each other's negative affective reactions toward majority-group privilege (with Naomi Ka-Fuji, Derek Brown, Aastha Mittal, and Juliana Schroeder)*

- Academy of Management Conference, 2021

*"Human" resources: Organizational contexts promote objectification (with Juliana Schroeder)*

- Society for Personality and Social Psychology Conference, 2021
- International Association for Conflict Management, 2019
- Academy of Management Conference, 2016, 2017

*The consequences of revealing first-generational status (with Kelly Raz, Margaret Neale, and Melissa Thomas-Hunt)*

- Academy of Management Conference, 2016, 2020

*The psychology of financial vulnerability and its effects on organizational behavior (with Joyce He)*

- Academy of Management Conference, 2019

*Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments (with Holly Engstrom, Taylor Phillips, and Kristin Laurin)*

- Society for Personality and Social Psychology Conference, 2019
- Academy of Management Conference, 2017, 2019
- International Society of Justice Research, 2018
- International Association for Conflict Management, 2018

*Developing Organizational Research on Financial Precarity, Inequality, and Socioeconomic Status (with Carrie Leana)*

- Academy of Management Conference, 2018

*The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality (with David Reiff, Rosemary Uffe, and Margaret Neale)*

- Academy of Management Conference, 2018

*Inequality as barriers to finding meaning: Some causes, consequences, and challenges of inequality (with Juliana Schroeder) \*\*showcase symposium*

- Academy of Management Conference, 2016

*Bad leaders: Why they persist and how followers strive to overcome them (with Nathaniel Nakashima). \*\*showcase symposium*

- Academy of Management Conference, 2015

*Who wants to get to the top? Social class and lay theories about power (with Kristin Laurin)*

- Society for Personality and Social Psychology Conference, 2015, 2016
- Academy of Management Conference, 2014

*Threats to identity can trigger social deviance (with Rodolfo Cortes, Geoffrey Cohen, and Margaret Neale)*

- Excellence in Ethics Research Conference, 2013
- Society for Personality and Social Psychology Conference, 2012

**Teaching at  
the Darden  
School**

*Paths to Power (Residential MBA First-Year Leadership Elective)*

- 2016: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 65 students
- 2017: instructor rating: 4.90/5.00; course rating: 4.83/5.00, 68 students
- 2018: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 69 students (A)
- 2018: instructor rating: 4.96/5.00; course rating: 4.96/5.00, 68 students (B)
- 2019: instructor rating: 4.94/5.00; course rating: 4.97/5.00, 63 students (A)
- 2019: instructor rating: 4.95/5.00; course rating: 4.98/5.00, 68 students (B)
- 2020: instructor rating: 4.84/5.00, 63 students (A)
- 2020: instructor rating: 4.94/5.00, 69 students (B)
- 2021: instructor rating: 4.95/5.00; course rating: 4.95/5.00, 66 students (A)
- 2021: instructor rating: 5.00/5.00; course rating: 4.94/5.00, 66 students (B)
- 2022: instructor rating: 5.00/5.00; course rating: 4.98/5.00, 64 students (A)
- 2022: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 66 students (B)

*Paths to Power (Residential MBA Second-Year Leadership Elective)*

- 2017: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 66 students
- 2022: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 42 students (AA)
- 2022: instructor rating: 5.00/5.00; course rating: 4.97/5.00, 62 students (BB)
- 2023: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 66 students (AA)
- 2023: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 65 students (BB)

*Leading Organizations (Residential MBA First-Year Core Course)*

- 2016: instructor rating: 4.82/5.00; course rating: 4.62/5.00, 66 students
- 2017: instructor rating: 4.89/5.00; course rating: 4.67/5.00, 65 students
- 2018: instructor rating: 4.90/5.00; course rating: 4.78/5.00, 67 students
- 2019: instructor rating: 4.59/5.00; course rating: 4.46/5.00, 66 students
- 2020: instructor rating: 4.81/5.00; course rating: 4.75/5.00, 68 students (A)
- 2020: instructor rating: 4.90/5.00; course rating: 4.87/5.00, 52 students (J)
- 2021: instructor rating: 4.96/5.00; course rating: 4.90/5.00, 69 students (A)
- 2021: instructor rating: 4.90/5.00; course rating: 4.88/5.00, 70 students (E)
- 2022: instructor rating: 5.00/5.00; course rating: 4.94/5.00, 69 students (A)
- 2023: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 72 students (A)

*The Social Psychology of Organizations (Doctoral Seminar on Leadership)*

- 2015: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 6 students

**Teaching  
Materials**

**Peter Belmi** and Gerry Yemen, “Bryanboy (A),” UVA-OB-1095 (Darden Business Publishing: Charlottesville, VA, 2016)

**Peter Belmi** and Gerry Yemen, “Bryanboy (B): Epilogue,” UVA-OB-1204 (Darden Business Publishing: Charlottesville, VA, 2017)

**Peter Belmi** and Troy Calandra, “Bryanboy (A) and (B) Teaching Note,” UVA-OB-1095TN (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi**, “Star Power Survivor,” UVA-OB-1335X3 (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi** and Gerry Yemen, “Star Power Survivor Teaching Note,” UVA-OB-1335TN1 (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi** and Catherine Owsik, “Star Power Survivor: Facilitator Manual,” UVA-OB-1335TN2 (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi** and Catherine Owsik, “Star Power Survivor: Student Manual,” UVA-OB-1335H (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi**, “Star Power Survivor,” UVA-OB-1335TNP (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi**, “Star Power Survivor,” UVA-OB-1335X1 (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi**, “Star Power Survivor,” UVA-OB-1335X2 (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi** and Gerry Yemen, “LEGOMan Corporation Teaching Note,” UVA-OB-1333TN (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi**, “LEGOMan Corporation,” UVA-OB-1333TNP (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi** and Gerry Yemen, “Federated Science Fund: Power and Influence Teaching Note,” UVA-OB-1336TN (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi**, “Federated Science Fund: Power and Influence: Faculty Spreadsheet,” UVA-OB-1336X (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi** and Gerry Yemen, “Acting and Speaking with Power: Oliver North and the Iran–Contra Deal–The Good, the Bad, and the Ugly,” UVA-OB-1337 (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi** and Gerry Yemen, “Acting and Speaking with Power: Donald Kennedy and Stanford Accounting–Indirectly Accused?” UVA-OB-1338 (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi** and Gerry Yemen, “Acting and Speaking with Power: Oliver North and Donald Kennedy (TN)” UVA-OB-1337TN (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi** and Gerry Yemen, “David Smith: Garden Birch Children’s Hospital Center” UVA-OB-1414 (Darden Business Publishing: Charlottesville, VA, 2022)

**Peter Belmi** and Troy Calandra, “Jack Dorsey: All is Fair in Love and Twitter Teaching Note,” UVA-OB-1339TN (Darden Business Publishing: Charlottesville, VA, 2020)

**Peter Belmi** and Melissa Thomas-Hunt, “Leading with Vulnerability,” UVA-OB-1398 (Darden Business Publishing: Charlottesville, VA, 2022)

**Peter Belmi**, Audrey Dyer, Megan Wolf, Kristy Mlynzcak, Natalia Alvarez Diaz, Catherine Winebarger, Jing Xu, Anshini Jhaveri, and Zoe Rankin, “Darden Stories,” UVA-OB-1409, UVA-OB-1410 (Darden Business Publishing: Charlottesville, VA, 2022)

Gabrielle Adams, **Peter Belmi**, and Aldo Sesia “Steve Maiden (A): A Hedge Fund Manager’s Fall from Grace” UVA-OB-1437 (Darden Business Publishing: Charlottesville, VA, 2023)

Gabrielle Adams, **Peter Belmi**, and Aldo Sesia “Steve Maiden (B): A Hedge Fund Manager Hits Rock Bottom” UVA-OB-1438 (Darden Business Publishing: Charlottesville, VA, 2023)

Gabrielle Adams, **Peter Belmi**, and Aldo Sesia “Steve Maiden (C): A Hedge Fund Manager Writes a New Life” UVA-OB-1439 (Darden Business Publishing: Charlottesville, VA, 2023)

Gabrielle Adams, **Peter Belmi**, and Aldo Sesia “Steve Maiden (A, B, C) Teaching Note,” UVA-OB-1439 (Darden Business Publishing: Charlottesville, VA, 2023)

Roshni Raveendhran, **Peter Belmi**, and Amy Klopfenstein “Matteo Hill at Drawn, Inc. (B)” UVA-OB-1459 (Darden Business Publishing: Charlottesville, VA, 2024)



Last Updated: August 2024

<b>Executive Education Programs and Courses</b>	<p>Courses taught: <i>Leading Individual and Organizational Change, Managing Groups and Teams, Organization Culture and Design, Power and Politics in Organizations, Negotiations, Diversity, Equity and Inclusion</i></p> <ul style="list-style-type: none"><li>• Altria</li><li>• Bank Executive Leadership Program</li><li>• Costar MAP</li><li>• Managing Individual and Organizational Change</li><li>• National Association for Multi-Ethnicity in Communications</li><li>• Navy Admirals Strategic Thinking</li><li>• Navy Federal Credit Union</li><li>• Open DNS</li><li>• Partnership for Leaders in Education</li></ul>
<b>Practitioner Publications</b>	<p><b>Belmi, P.,</b> &amp; Adams, G., &amp; Bowers, K. (2022). The ‘equal-opportunity jerk defense’: When rudeness protects prejudice. <i>Darden Ideas to Action</i>.</p> <p><b>Belmi, P.,</b> &amp; Doris, A. (2019). Why high-class people can sometimes get away with incompetence. <i>Darden Ideas to Action</i>.</p> <p><b>Belmi, P.,</b> &amp; Newman, C. (2018). 5 factors that fuel income inequality. <i>UVA Today (also reprinted in: Darden Ideas to Action)</i>.</p> <p><b>Belmi, P.</b> (2017). Getting ahead at work: Social class divide, power and office politics. <i>HR Zone</i>.</p> <p><b>Belmi, P.</b> &amp; Black, C. (2016). Power and social advantage: The vicious cycle and what to do about it. <i>Darden Ideas to Action</i>.</p> <p><b>Belmi, P.</b> &amp; Bowers, K. (2016). The meaning of demeaning: Social identity threats and deviant behavior. <i>Darden Ideas to Action</i>.</p>
<b>Consulting Experience</b>	<p><i>Opportunity @ Work (<a href="http://www.opportunityatwork.org">www.opportunityatwork.org</a>)</i> <i>Research Advisor, June 2020 – Present</i></p> <ul style="list-style-type: none"><li>• Non-profit organization that seeks to rewire the labor market so that individuals who are skilled through alternative routes (STARS) can live and work to their fullest potential</li></ul> <p><i>Roche (<a href="http://www.roche.com">www.roche.com</a>)</i> <i>External Consultant, July 2023 – Present</i></p> <ul style="list-style-type: none"><li>• Fifth-largest pharmaceutical company considered the leading provider of cancer treatments globally.</li></ul> <p><i>Altria (<a href="http://www.altria.com">www.altria.com</a>)</i> <i>External Consultant, July 2023 – Present</i></p> <ul style="list-style-type: none"><li>• Responsibly leading the transition of adult smokers to a smoke-free future.</li></ul>

*Lenddo-EFL (formerly Entrepreneurial Finance Lab) ([www.lenddo.com](http://www.lenddo.com))  
Consultant / Research Advisor, June 2015 – June 2021*

- Risk-assessment firm that specializes in using psychometric tools to understanding risk and consumer financing

**Selected  
Media  
Mentions**

*The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality.*

- The New York Times, Newsweek, NPR Marketplace Morning Report, The Times London, The Times of India, MarketWatch, The Independent, The London Economic, Pacific Standard, The Daily Mail, EurekAlert, Science Daily, I-News UK, AOL UK, ANI News, The Philadelphia Inquirer, Ladders, Big Think, Study Finds, Yahoo Finance, Infosurhoy, International Business Times, ZME Science, [scienceblog.com](http://scienceblog.com), Xaralite, Personnel Today, Workplace Insight, Devdiscourse, Tdnews, Web India 123, Medium, Forbes, Scientific Inquirer, Insights by Stanford Business, Fast Company, Vocal USA

*The equal opportunity jerk defense: Rudeness can obfuscate gender bias*

- NPR, Science Daily, RadioIQ, Psychology Today, Mel Magazine, Eureka Alert, [bioengineer.org](http://bioengineer.org), Austin News, San Antonio Post, Big News Network, Opera News, NewsBreak, The Print, Web India 123, Mic, Medical News Today, Science Daily, Psychology Today, UVA Magazine

*The effect of economic consequences on social judgment and choice: Reward interdependence and the preference for sociability versus competence*

- UVA Today, Ideas for Leaders, BBC News, The Wall Street Journal, Stanford GSB Insights, SalesFuel, FastCompany.com, Stacy Blackman Consulting Blog

*Who wants to get to the top? Class and lay theories about power*

- The Boston Globe, Insight (United Kingdom), The Financial Times, UVA Today, Poets and Quants, Greater Diversity News, NPR Invisibilia

*How 'organization' weakens the norm of reciprocity: The effects of attributions for favors and a calculative mindset*

- The Wall Street Journal, Bloomberg Business, UVA Today, Poets and Quants, Greater Diversity News, AOM Insights, Squeezing the Orange Podcast

*Threats to identity can trigger social deviance*

- [vox.com](http://vox.com), UVA Today, Poets and Quants, Greater Diversity News

*Human "resources": Objectification at work*

- Inside HigherEd, Academic Minute

Last Updated: August 2024

**Service to the Field**

*Editorial Board*

- Academy of Management Discoveries (Oct 2021–)
- Organizational Behavior and Human Decision Processes (Jan 2020–)
- Organization Science (Feb 2023–)
- Personality and Social Psychology Bulletin (Jan 2021–)

*Ad-Hoc Reviewer*

- Academy of Management Journal
- Administrative Science Quarterly
- British Journal of Social Psychology
- Evolutionary Behavioral Sciences
- European Journal of Social Psychology
- European Review of Social Psychology
- Journal of Experimental Psychology: General
- Journal of Experimental Social Psychology
- Journal of Personality and Social Psychology
- Organizational Behavior and Human Decision Processes
- Organizational Psychology Review
- Organization Science
- Personality and Social Psychology Bulletin
- PNAS Nexus
- Proceedings of the National Academy of Sciences
- Psychological Science
- Sex Roles
- Social Psychological and Personality Science
- Trends in Cognitive Sciences

*Panelist*

- Conflict Management Doctoral Consortium (2019)
- Organizational Behavior Junior Faculty Workshop (2023)

**Service to the Darden Business School**

*Darden Business School*

- Course Head, Leading Organizations FY Core Course (2021–)
- Appointments Committee (2024–)
- Academic Standards Committee (ASC, 2019–2024)
- Residential MBA Program Committee (2021–)
- Team Pedagogy Across the Curriculum (MBA PC Subcommittee, 2023)
- LOB Faculty Search Committee (2021)
- Pre-matriculation Program Committee (2021–)
- PhD Comprehensive Exam Grader (2016, 2019, 2021)

**Service to the University of Virginia**

*University of Virginia*

- Batten Family Bicentennial Distinguished Leadership Professorship Search Committee (2021)
- External committee member, tenure and promotions for the Department of Psychology (2022)

**Mentoring and Advising** *Student Organizations at Darden Business School*

- Pride at Darden (PAD)
- Asia Business Club at Darden (ABCD)

*Doctoral/Postdoctoral Students*

- Jieun Pai, Assistant Professor, Imperial College London
- Naomi Fa-Kaji, Postdoctoral researcher, Darden School of Business
- Jennie Kim, PhD student, Kellogg Management and Organizations
- Shuang Wu, PhD student, UCSD Rady School of Management
- Chawit Rochanakit, PhD student, Michigan State University
- Inhyun Han, Assistant Professor, Bellevue University
- Scott Baker, Senior Behavioral Scientist, BetterUp
- Jordan Axt, Assistant Professor, McGill University
- Catherine Owsik, Postdoctoral scholar, University of Michigan
- Michaela Barnett, Founder, Knoxfill

*MBA Students at the University of Virginia (Independent Studies)*

- Brandon Colton (2024), BCG
- Bianca Ventura (2023), PWC
- Stephani Calderon (2023), Accenture
- Joe Ciliberti, Jr. (2023), EY Parthenon
- Daniel Rosa (2023), McKinsey
- Alyssa Gonzalez (2023), Apple
- Jade McLaughlin (2023), BCG
- Pooja Vittal (2023), Walmart
- Kenyon Wright (2023), Duke University School of Medicine
- Natalia Alvarez Diaz (2022), Microsoft
- Audrey Dyer (2022), Deloitte
- Anshini Jhaveri (2022), McKinsey
- Kristy Mlynczak (2022), Davita
- Zoe Rankin (2022), Prophet
- Katie Winebarger (2022), Bain Consulting Group
- Megan Wolf (2022), Bain Consulting Group
- Jing Xu (2022), Teamshares
- Aditi Sinha (2020), McKinsey
- Jade Palomino (2020), Facebook
- Ammar Khan (2020), Bain Consulting Group
- Alexander Spencer (2020), Toast
- Colleen Oberg (2019), PepsiCo
- Kimberly Diaz (2019), Google/OneTilt
- Becca Coleman (2019), AlixPartners
- Katie O'Neill (2019), JPMorgan Chase and Co.
- Jamal Halepota (2018), Microsoft

*Undergraduate Students*

- Jake Powers, PhD, UCLA Anderson Organizational Behavior
- Kpakpando Anyanwu, MS, London School of Tropical Medicine
- Roma Farooqui, Research Associate, Stanford GSB Behavioral Lab