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ACADEMIC EMPLOYMENT

London Business School

Full Professor	2023 –
Associate Professor with tenure	2014 – 2023
Maternity Leave 1	during 2015/16 AY
Maternity Leave 2	during 2017/8 AY
Assistant Professor	2007 – 2014

EDUCATION

Stanford University Graduate School of Business	
Ph.D., Organizational Behavior	2007
Duke University	
B.S.E., Civil Engineering	1998
Phi Beta Kappa, Magna Cum Laude, Tau Beta Pi (engineering honor society)	

RESEARCH INTERESTS

Power; prosocial behavior; relationships; decision-making; gender

RESEARCH ACTIVITIES

Publications (underline indicates co-author was a graduate student during the research)

Inesi, M. E. & Rios, K. (in press). How prosocial actors use power hierarchies to build moral reputation. *Journal of Experimental Social Psychology*.

Inesi, M. E., Adams, G. S. & Gupta, A. (2021). When it pays to be kind: The allocation of indirect reciprocity in power hierarchies. *Organizational Behavior and Human Decision Processes*, 165, 115-126.

- Brady, G., Inesi, M. E., & Mussweiler, T. J. P. & (2021). The power of lost alternatives in negotiations. *Organizational Behavior and Human Decision Processes*, 162, 59-80.
- Adams, G. S. & Inesi, M. E. (2016). Impediments to forgiveness: Victim and transgressor attributions of intent and guilt. *Journal of Personality and Social Psychology*, 111, 866-881.
- Adams, G. S., Zou, X., Inesi, M. E., & Pillutla, M. M. (2015). Forgiveness is not always divine: When expressing forgiveness makes others want to avoid you. *Organizational Behavior and Human Decision Processes*, 126, 130-141.
- Inesi, M. E. & Cable, D. M. (2015). When accomplishments come back to haunt you: The negative effect of competence signals on women's performance evaluations, *Personnel Psychology*, 68, 615-657.
*Winner of the 2015 Best Article Award from *Personnel Psychology*
- Haselhuhn, M. P., Wong, E. M., Ormiston, M. E., Inesi, M. E., & Galinsky, A. D. (2014). Negotiating face-to-face: Men's facial structure predicts negotiation performance, *Leadership Quarterly*, 25, 835-845.
- Inesi, M. E., Lee, S., & Rios, K. (2014). Objects of desire: Subordinate ingratiation triggers self-objectification among powerful individuals, *Journal of Experimental Social Psychology*, 53, 19-30.
- Inesi, M. E.⁺ & Rios, K.⁺ (2013). Fighting for independence: Significant goals for oneself incite reactance among the powerful. *Journal of Experimental Social Psychology*, 49, 1168-1176. ⁺*Authors contributed equally.*
- Inesi, M. E., Gruenfeld, D. H., & Galinsky, A. D. (2012). How power corrupts relationships: Cynical attributions for others' generous acts. *Journal of Experimental Social Psychology*, 48, 795-803.
- Inesi, M. E. ⁺, Botti, S.⁺, Dubois, D., Rucker, D. D., & Galinsky, A. D. (2011). Power and choice: Their dynamic interplay in quenching the thirst for personal control. *Psychological Science*, 22, 1042-1048. ⁺*The first two authors contributed equally.*
- Inesi, M. E. (2010). Power and loss aversion. *Organizational Behavior and Human Decision Processes*, 112, 58-69.
- Gruenfeld, D. H, Inesi, M. E., Magee, J. C., & Galinsky, A. D. (2008). Power and the objectification of social targets. *Journal of Personality and Social Psychology*, 95, 111-127.

Inesi, M. E. & Neale, M. A. (2007). Power, affect and value creation in groups. To appear in M. A. Neale, E. A. Mannix (Series Eds.), & C. Anderson (Vol. Ed.), *Research on Managing Groups and Teams: Vol. 10. Affect and Groups*.

Galinsky, A. D., Magee, J. C., Inesi, M. E., & Gruenfeld, D. H (2006). Power and perspectives not taken. *Psychological Science, 17*, 1068-1074.

Ongoing research projects

Heller, D.⁺ & Inesi, M. E.⁺ (under review). The power of giving a fish: The reputational consequences of providing dependency help as a function of helper's power
⁺*The authors contributed equally.*

Inesi, M. E. Ma, A., & Hart, E. (in preparation). Shifting standards for gender and helping: Opposing effects for strategic versus altruistic prosocial behavior.

Schneider, V. & Inesi, M. E. (in preparation). Commanding or venting: Target audience determines when anger displays help versus hurt power-holders

Brady, G., Heller, D., Mussweiler, T. J. P., & Inesi, M. E. (in preparation). When we are ok with CEO pay: Similarity increases perceived appropriateness of CEO compensation.

Inesi, M. E., Berman, J. & Huang, H. (in preparation). The executioner's reward: Bragging about altruistic punishment does not diminish perceptions of moral character.

Inesi, M. E. (in preparation). Incentivizing the hierarchical police: Groups reward altruistic punishment of higher-power norm violators more than lower-power norm violators.

INVITED TALKS

Paul Merage School of Business, University of California, Irvine, USA, forthcoming
April 2023

IESE Business School, Barcelona, Spain, forthcoming February 2023

Haas School of Business, ISPR, University of California, Berkeley, September 2022

The role of power and power-holders in organizations Conference, ETH Zurich,
Switzerland, July 2019

ESSEC Business School, Paris, France, May 2015

New Directions in Leadership Conference (Wharton/Fuqua/Erasmus), June 2014

Marshall School of Business, University of Southern California, September 2013

Anderson Business School, University of California, Los Angeles, September 2013

Department of Social Psychology, University of Kent, February 2013

Aston Business School, Aston University, December 2011

IE Business School, June 2010

Duke-Erasmus Leadership Conference, May 2010

INSEAD, January 2007

LeBow College of Business, Drexel University, December 2006

David Eccles School of Business, University of Utah, December 2006

London Business School, December 2006

CONFERENCE PRESENTATIONS

Inesi, M. E. & Hart, E. (August, 2022). Gender and kindness in power hierarchies: Women and men benefit from choosing different beneficiaries. 81st annual meeting of the Academy of Management.

Inesi, M. E. & Hart, E. (July, 2022). Gender and kindness in power hierarchies: Women and men benefit from choosing different beneficiaries. International Association of Conflict Management Annual Conference.

Inesi, M. E., Adams, G. S., & Gupta, A. (August, 2020). When it pays to be kind: The Allocation of indirect reciprocity in power hierarchies, presented at the 79th annual meeting of the Academy of Management.

Brady, G., Inesi, M. E., & Mussweiler, T. J. (2020, July). The power of lost alternatives in negotiations, presented at the International Association of Conflict Management Annual Conference.

Brady, G., Inesi, M. E., & Mussweiler, T. J. (2019, August). The power of lost alternatives in negotiations, Presented at the 78th annual meeting of the Academy of Management, Boston, MA.

Raj, M., Adams, G. S., & Inesi, M. E. (2017, August). "Should I Just Get Over It?": Victims Overestimate their Obligation to Forgive. Presented at the 76th annual meeting of the Academy of Management, Atlanta, GA.

- Raj, M., Adams, G. S., & Inesi, M. E. (2017, May). "Should I Just Get Over It?": Victims Overestimate their Obligation to Forgive. Presented at the 29th American Psychological Society Annual Convention, Boston, MA.
- Adams, G. S. & Inesi, M. E. (2017, January). Good intentions, substandard help: Misconceptions about giving undermine prosocial efforts. Society for Personality and Social Psychology annual conference.
- Adams, G. S. & Inesi, M. E. (2016, August). Impediments to Forgiveness: Victim and Transgressor Attributions of Intent and Guilt. 76th annual meeting of the Academy of Management, Anaheim, CA.
- Inesi, M. E. & Adams, G. S. (2016, August). Model Citizens?: Donor Power Reduces the Positive Interpersonal Consequences of Charitable Behavior. 76th annual meeting of the Academy of Management, Anaheim, CA.
- Adams, G.S. & Inesi, M.E. (2016, July). Impediments to Forgiveness: Victim and Transgressor Attributions of Intent and Guilt. International Society for Justice Research, Canterbury, UK.
- Inesi, M. E., Lee, S., & Rios, K. (2015, February). Objects of desire: Subordinate ingratiation triggers self-objectification among powerful individuals. 15th Annual Society for Personality and Social Psychology Conference, Long Beach, CA.
- Inesi, M. E. & Rios, K. (2014, July). Fighting for independence: The negative effect of power on relationships with significant others. 17th European Association of Social Psychology General Meeting, Amsterdam, Netherlands.
- Inesi, M. E. & Rios, K. (2014, February). Fighting for independence: The negative effect of power on relationships with significant others. 14th Annual Society for Personality and Social Psychology Conference, Austin, TX.
- Inesi, M. E. & Cable, D. M. (2013, August). Haunted by accomplishments past: The negative effect of competence signals on women's performance evaluations. 73rd annual meeting of the Academy of Management, Orlando, FL.
- Inesi, M. E., Rothbard, N. P., Galinsky, A. D., & Medvec, V. H. (2013, August). Failure, task engagement and the self-affirmation motive. 73rd annual meeting of the Academy of Management, Orlando, FL.
- Inesi, M. E., Lee, S., & Rios, K. (2013, May). Prisoners of their own power: How subordinate actions trigger self-objectification among the powerful. European Association of Work and Organizational Psychology, Munster, Germany.

- Ku, G., Whitson, J., & Inesi, M.E. (2012, January). Power and regret. 13th Annual Society for Personality and Social Psychology Conference, San Diego, CA.
- Inesi, M. E., Gruenfeld, D. H, & Galinsky, A. D. (2010, August). How power corrupts relationships: Cynical attributions for others' generous acts. 70th annual meeting of the Academy of Management, Montreal, Canada.
- Inesi, M. E. & Morrison, K. R. (2010, January). Power and significant other representations. 11th annual Society for Personality and Social Psychology Conference, Las Vegas, NV.
- Inesi, M. E. & Lowery, B. S. (2008, October). The causal role of self. London Business School – INSEAD Organisational Behaviour Conference, Fontainebleau, France.
- Inesi, M. E., Gruenfeld, D. H, & Galinsky, A. D. (2008, August). Power and reciprocity. 68th annual meeting of the Academy of Management, Anaheim, CA.
- Inesi, M. E. (2007, August). Power and the valuation of outcomes. 67th annual meeting of the Academy of Management, Philadelphia, PA.
- Lowery, B. S. & Inesi, M. E. (2006, August). Betting on your chances: How affirmative action affects White men's behavioral confidence. 66th annual meeting of the Academy of Management, Atlanta, GA.
- Inesi, M. E. & Neale, M. A. (2006, August). Creating value in hierarchical negotiations. 66th annual meeting of the Academy of Management, Atlanta, GA.
- Inesi, M. E. & Neale, M. A. (2006, May). Power, affect and value creation in groups. 10th annual conference on Research on Managing Groups and Teams, Stanford, CA.
- Inesi, M. E. & Lowery, B. S. (2006, January). Betting on your chances: How affirmative action affects White men's behavior. 7th annual conference of the Society for Personality and Social Psychology, Palm Springs, CA.
- Gruenfeld, D. H, Inesi, M. E., Magee, J. C., & Galinsky, A. D. (2005, August). Power and person perception. Berkeley-Stanford Ph.D. Conference, Berkeley, CA.
- Gruenfeld, D. H, Inesi, M. E., Magee, J. C., & Galinsky, A. D. (2005, August). Power and objectification. 65th annual meeting of the Academy of Management, Honolulu, HI.

TEACHING EXPERIENCE

London Business School Degree Programmes

Negotiation and Bargaining (Elective, taught in London, Hong Kong and Dubai)

Global Leadership Assessment for Managers (MBA Leadership Course)

Personal Assessment and Development, Executive Leadership (Masters in Finance Leadership Course)

Executive Leadership (EMBA Leadership Course)

Leadership in Organizations (Masters in Management OB Core)

London Business School Executive Education

Next-Level Leadership (Academic Director: 2021 – present)

Open Programme Teaching: Essentials of Leadership, Negotiations and Influencing Skills for Managers, Emerging Leaders Programme

Custom Clients (sample): FrieslandCampina, Prudential, AREVA, HSBC, Deutsche Bank, World Economic Forum, YPO, Entrepreneur's Organization, Arla, Faurecia, Carlsberg, BMW

RESEARCH GRANTS

Leadership Institute Research Funding Grant, London Business School	2015
Research and Materials Development Grant, London Business School	2007-2022
Jaedicke Merit Award, Stanford GSB. Awarded for outstanding academic performance in the Ph.D. program	2002

SERVICE

Editorial Board

Organizational Behavior and Human Decision Processes	2021 -
Journal of Experimental Social Psychology	2021 -
Sex Roles	2021 -

Reviewer

Administrative Science Quarterly
European Journal of Social Psychology
Journal of Personality and Social Psychology
Journal of Experimental Social Psychology
Organizational Behavior and Human Decision Processes
Personality and Social Psychology Bulletin

Psychological Science
Psychology of Women Quarterly
Sex Roles
Social and Personality Psychology Science
Social and Personality Psychology Compass
Social Psychology Quarterly

London Business School Service

Hybrid School Teaching Committee	2020 - 2021
Sub-Committee of Appointments Committee Member	2019-2020
Guest editor, LBSR	2018
Contributed two articles to LBSR	2018
Research Ethics Committee, Co-Chair	2017 - 2018
Power, Status and Influence Conference, held at LBS	2017
Third Year Review Committee	2016 (Autumn)
Behavioral Lab Oversight Committee	2016 - 2017
MiF Orientation Day, Speaker	2015, 2017 (August)
Senior Women's Forum, Speaker	2015 (June)
Forum on Social Psychological Interventions: Implications for Women in Leadership Co-Lead	2015 (June)
OB PhD Initiative Conference, Group Co-Lead	2014 (May)
Speaker at London Shares	2014 (May)
Speaker at LBS MBA New Admit Event	2014 (Feb)
Faculty Recruitment Committee	2012-2013, 2013-2014, 2015- 2016, 2017-2018
Research Ethics Committee, member	2011-2012, 2012-2013, 2013- 2014, 2014-2015, 2015-2016, 2019-2020, 2020-2021
Assessment Policy Committee	2010-2011, 2011-2012
Examination Board	2014-2015
Women in Business Club speaker	2010, 2011, 2016
LBS Advancement Speaker	2010
PhD Recruitment Committee	2009-2010
Curriculum Review Committee	2009
Speaker Series Co-Organizer	2008-2009, 2009-2010

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
Association for Psychological Science (APS)
Society for Experimental Social Psychology (SESP)
Society for Personality and Social Psychology (SPSP)
European Association of Work and Organizational Psychology

PROFESSIONAL EXPERIENCE

Bain & Company (management consulting firm) Associate Consultant	1998-2000
Velodea Srl (website development agency) Project Manager	2000-2001

MEDIA MENTIONS

The New Yorker
The New York Times (full article on Adams & Inesi (2016), published 9 October 2016)
Wall Street Journal
Slate.com
U.S. News and World Report
Stanford Social Innovation Review
Rotman – The Magazine of the Rotman School of Management
Psychology Today