

Niro Sivanathan

London Business School
Organisational Behaviour
Sussex Place, Regent's Park
London, NW1 4SA

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Fax: (+44) 20 7000 7001
nsivanathan@london.edu

ACADEMIC POSITIONS:

LONDON BUSINESS SCHOOL Associate Professor (with tenure) of Organisational Behaviour	2013-Present
LONDON BUSINESS SCHOOL Associate Professor of Organisational Behaviour	2011-2013
LONDON BUSINESS SCHOOL Assistant Professor of Organisational Behaviour	2008-2011
LONDON BUSINESS SCHOOL London Business School Term Chair Assistant/Associate Professor of Organisational Behaviour	2010-2014
THE WHARTON SCHOOL UNIVERSITY OF PENNSYLVANIA Visiting Scholar of Operations & Information Management	2010
JOHNSON SCHOOL OF MANAGEMENT CORNELL UNIVERSITY Visiting Assistant Professor of Management & Organizations	2008
KELLOGG SCHOOL OF MANAGEMENT NORTHWESTERN UNIVERSITY Lecturer of Management & Organizations	2006-2007

EDUCATION:

KELLOGG SCHOOL OF MANAGEMENT NORTHWESTERN UNIVERSITY Ph.D. in Management & Organizations	2010
QUEEN'S SCHOOL OF BUSINESS QUEEN'S UNIVERSITY M.Sc. in Organizational Behavior	2002
DEPARTMENT OF PSYCHOLOGY QUEEN'S UNIVERSITY B.A. (Honors) in Psychology	2001

PUBLICATIONS (ARTICLES):

- Wang, C. S., Deng, Y., Wang, L., Sivanathan, N., Kim, Y. C., & Aime, F. (2021). Culture and Patterns of Reciprocity: The Role of Exchange Type, Regulatory Focus, and Emotions. *Personality and Social Psychology Bulletin*, 47, 20-41.
- Kakkar, H., Sivanathan, N., & Gobel, M. (2020). Falling from Grace: Downfall of High-Status Actors Cloaked with Dominance or Prestige. *Academy of Management Journal*, 63, 530-553.
- Kakkar, H., Sivanathan, N., & Pettit, N. The Impact of Dynamic Status Changes within competitive rank ordered hierarchies. (2019). *Proceedings of the National Academy of Sciences*, 116, 23011-23020.
- Sivanathan, N., & Kakkar, H. (2017). The unintended consequences of argument dilution in direct-to-consumer drug advertisements. *Nature Human Behaviour*, 1, 797-802.
- Kakkar, H., & Sivanathan, N. (2017). When the appeal of a dominant leader is greater than a prestige leader. *Proceedings of the National Academy of Sciences*, 114, 6734-6739.
- Wu, Y., Eisenegger, C., Sivanathan, N., Crocket, M.J., & Clark, L. (2017). The role of social status and testosterone in human conspicuous consumption: An experimental Study. *Nature Scientific Reports*, 7, 11803.
- Pan, C., Pettit, N. C., Sivanathan, N., & Blader, S. L. (2014). Low-status aversion: The effect of self-threat on willingness to buy and sell. *Journal of Applied Social Psychology*, 44, 708-716.
- Gunia, B. C., Swaab, R. I., Sivanathan, N. & Galinsky, A. D. (2013). The remarkable robustness of the first-offer effect: Across culture, power, and issues. *Personality and Social Psychology Bulletin*, 39, 1547-1558.
- Pierce, J. R., Kilduff, G. J., Galinsky, A. D., & Sivanathan, N. (2013). From glue to gasoline: How competition turns perspective-takers unethical. *Psychological Science*, 24, 1986-1994.
- Pettit, N. C., Sivanathan, N., Gladstone, E., & Marr, J. C. (2013). Rising stars and sinking ships: Consequences of status momentum. *Psychological Science*, 24, 1579-1584.
- Pettit, N. C., & Sivanathan, N. (2012). The eyes and ears of status: How status colors perceptual judgment. *Personality and Social Psychology Bulletin*, 38, 570-582.
- Fast, N. J., Sivanathan, N., Mayer, N. D., & Galinsky, A. D. (2012). Power and overconfident decision-making. *Organizational Behavior and Human Decision Processes*, 117, 249-260.
- Jordan, J., Sivanathan, N. & Galinsky, A. D. (2011). Something to Lose and Nothing to Gain: The Role of Stress in the Interactive Effect of Power and Stability on Risk Taking. *Administrative Science Quarterly*, 56, 530-558.

- Wang, C., Sivanathan, N., Narayanan, J., Bauer, M., Bodenhausen, G., & Murnighan, J. K. (2011). Retribution and emotional regulation: The effects of time delay in angry economic interactions. *Organizational Behavior and Human Decision Processes*, 116, 46-54.
- Pettit, N. C., & Sivanathan, N. (2011). The plastic trap: Self-threat drives credit usage and status consumption. *Social Psychological and Personality Science*, 2, 146-153.
- Zhong, C., Strejcek, B., & Sivanathan, N. (2010). A clean self can render harsh moral judgment. *Journal of Experimental Social Psychology*, 46, 859-862.
- Sivanathan, N. & Petit, N. C. (2010). Protecting the self through consumption: Status goods as affirmational commodities. *Journal of Experimental Social Psychology*, 46, 564-570.
- Gunia, B., Sivanathan, N., & Galinsky, A. (2009). Vicarious entrapment: Your sunk costs, my escalation of commitment. *Journal of Experimental Social Psychology*, 45, 1238-1244.
- Fast, N., Gruenfeld, D., Sivanathan, N., & Galinsky, A. (2009). Illusory control: The generative force behind power's far-reaching effects. *Psychological Science*, 20, 502-508.
- Lount, R. B., Zhong, C., Sivanathan, N., & Murnighan, J. K. (2008). Getting off on the wrong foot: The timing of breach and the restoration of trust. *Personality and Social Psychology Bulletin*, 34, 1601-1612.
- A shorter version of this paper was published in the *Academy of Management Best Papers Proceedings*, 2006; Finalist for *Conflict Management's Best Paper Award*.
- Sivanathan, N., Molden, D. C., Galinsky, A., & Ku, G. (2008) The promise and peril of self-affirmation in de-escalation of commitment. *Organizational Behavior and Human Decision Processes*, 107, 1-14.
- A shorter version of this paper was published in the *Academy of Management Best Papers Proceedings*, 2007
- Sivanathan, N., Pillutla, M. M., & Murnighan, J. K. (2008). Power gained, power lost. *Organizational Behavior and Human Decision Processes*, 105, 135-146.
- †Hershcovis, S., Turner, N., Barling, J., Arnold, K. A., Dupre, K., Inness, M., Leblanc, M., & Sivanathan, N. (2007). Predicting workplace aggression: A meta-analytic approach. *Journal of Applied Psychology*, 92, 228-238.
- Sivanathan, N., & Fekken, G. C. (2002). Emotional intelligence, moral reasoning and transformational leadership. *Leadership and Organization Development Journal*, 23, 198-204.

PUBLICATIONS (CHAPTERS):

† Authors listed alphabetically after 3rd author.

Galinsky, A. D., Jordan, J., & Sivanathan, N. (2008). Harnessing power to capture leadership. In D. Forsyth, A. Goethals, & C. Hoyt (Eds.), *Social Psychology and Leadership*. Praeger Perspectives Book Series: Greenwood Publishing Group.

Sivanathan, N., Arnold, K., Turner, N., & Barling, J. (2004). Transformational leadership and well-being. In A. Linley & S. Joseph (Eds.). *Positive psychology in practice*. (pp. 241-255). Hoboken, NJ: Wiley.

Kelloway, E. K., Sivanathan, N., Francis, L., & Barling, J. (2004). Poor leadership. In J. Barling, E. K. Kelloway, M. R. Frone (Eds.). *Handbook of Work Stress*. (pp. 89-112). Thousand Oaks, CA: Sage Publications.

PUBLICATIONS (PRACTITIONER ARTICLES):

Vermeulen, F., & Sivanathan, N. (2017). How to stop doubling down on your failing strategy. *Harvard Business Review*, 110-117.

Sivanathan, N. (2009). The good, the bad & powerful. *Business and Strategy Review*, 20, 36-38.

Galinsky, A., D., Gunia, B., & Sivanathan, N. (2009). The insider succession trap. *Forbes Magazine*.

PUBLICATIONS (OTHER):

Sivanathan, N. & Kakkar, H. (2019). How drug company ads downplay risk. *Scientific American*.

Kakkar, H., & Sivanathan, N. (2017). Why we prefer dominant leaders in uncertain times. *Harvard Business Review* [online].

Sivanathan, N. & Kakkar, H. (2017). The global rise of dominance over prestige leadership. *Scientific American*.

Sytc, M., & Sivanathan, N. (2007). Review of *Trust under pressure: Empirical investigations of trust and trust building in uncertain circumstances*. *Personnel Review*, 36, 6.

REFEREED PRESENTATIONS:

Brady, G. L., Parke, M., Sivanathan, N. (2020). A dominance and prestige account of voice endorsement. Academy of Management Conference, Online.

Brady, G., Kakkar, H., & Sivanathan, N. (2020). Dominance and Prestige strategies on accountability and Moral Hazard. International Association of Conflict Management, Online.

Brady, G., Kakkar, H., & Sivanathan, N. (2019). How leader's status strategies influence accountability and moral hazard. Academy of Management Conference, Boston.

Kakkar, H., & Sivanathan, N. (2018). Leader's Dominance Fosters Employees' Zero-sum Mindset and Undermines OCB. Academy of Management Conference, Chicago

Kakkar, H., & Sivanathan, N. (2018). Perspective taking and employee deviance: The role of leader's dominance and prestige. Academy of Management Conference, Chicago

Kakkar, H., Sivanathan, N., & Pettit, N. C (2018). Doppler Effect in Status Competition: The Impact of Status Momentum within Rank Ordered Hierarchies. International Association of Conflict Management, Philadelphia.

Kakkar, H., Sivanathan, N., & Hu, X., (2018). Differential impact of social class and economic environment on unethical behavior. International Association of Conflict Management, Philadelphia.

Kakkar, H., Sivanathan, N., & Pettit, N. C (2018). Doppler Effect in Status Competition: The Impact of Status Momentum within Rank Ordered Hierarchies. Trans-Atlantic Doctoral Conference, London, UK.

Kakkar, H., & Sivanathan, N. (2018). When authoritarianism trumps liberalism. Kellogg DRRC Conference, Northwestern University, Evanston, IL.

Kakkar, H., Sivanathan, N., & Hu, X., (2018). Differential impact of social class and economic environment on unethical behavior. Society of personality and social psychology, Atlanta, GA.

Kakkar, H., Sivanathan, N., & Gobel, M. S. (2017). Differential effects of dominance and prestige on observer punishment. Poster to be presented at the Society for Personality and Social Psychology, San Antonio, USA.

Sivanathan, N., Pettit, N. C., & Kakkar, H. (2016). Perils of Calling a Lemon a Lemon: Trait Transference in Communicating Past Experience. Paper presented at the Academy of Management Meetings, Anaheim, USA.

Sivanathan, N., Lee, M. S., Ku, G., & Zhang, G. (2015). Labeling away competitive behavior. Paper presented at the Academy of Management Meetings, Vancouver, Canada.

Kakkar, H., Sivanathan, N., & Gobel, M. S. (2015). Differential effects of dominance and prestige on observer punishment. Paper presented at the Academy of Management Meetings, Vancouver, Canada.

Lee, S. Y., Wakeman, W., & Sivanathan, N. (2015). Unwelcome compliments: The psychological costs of successful deception. Paper presented at the Academy of Management Meetings, Vancouver, Canada.

Kakkar, H., Sivanathan, N., & Pettit, N. (2014, August). Competition lies in the eyes of the beholder: The impact of psychological momentum within rank ordered hierarchies. Paper presented at the Academy of Management Meetings, Philadelphia, USA.

Sivanathan, N., Pettit, N., Gladstone, E., Marr, J., & Kakkar, H. S. (2014, July). Rising stars and sinking ships. Rank change colors status judgment. Paper presented at the European Association of Social Psychology General Meetings, Amsterdam, Nederland.

Sivanathan, N., & Pettit, N. C. (2013, August). Winner take(s) all society: The trap of entitlement. Paper presented at the Academy of Management Meetings, Orlando, FL. USA.

Sivanathan, N., & Pettit, N. C. (2013, January). Winner take(s) all society: The trap of entitlement. Paper presented at the annual meetings of the Society for Personality and Social Psychology, New Orleans, LA. USA.

Pettit, N. C., Sivanathan, N., Gladstone, E., & Marr, J. C. (2012, August). Rising stars and sinking ships: Consequences of status momentum. Paper presented at the Academy of Management Meetings, Boston, MA. USA.

Sivanathan, N. (2011, August). Scurrilous Competitors: Risk-takers, Bribers and Saboteurs in Promotion Tournaments. Paper presented at the Academy of Management Meetings; San Antonio, TX. USA.

Sivanathan, N., & Zhong, C. B. (2011, August). Physical pain and social agony. Paper presented at the Academy of Management Meetings; San Antonio, TX. USA.

Gunia, B., Sivanathan, N., & Galinsky, A. (2011, January). Vicarious Entrapment. Paper to be presented at the annual meetings of the Society for Personality and Social Psychology. San Antonio, TX. USA

Fast, N. J., Sivanathan, N., Mayer, N. D., & Galinsky, A. D. (2011, January). The power trap: Power and overconfident decision making. Poster presented at the Judgment and Decision-Making. Preconference at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Pettit, N. C., & Sivanathan, N. (2010, August). The perceptual world of status: Believing is seeing (and hearing). Paper presented at the Academy of Management Meetings; Montreal, QC. Canada.

Kilduff, G., Sivanathan, N., & Galinsky, A. D. (2010, August). Whatever it takes to win: The consequences of rivalry for unethical behaviors. Paper presented at the Academy of Management Meetings; Montreal, QC. Canada.

Bauman, C., & Sivanathan, N. (2010, August). Power, status and social hierarchy. Paper presented at the Academy of Management Meetings; Montreal, QC. Canada.

Jordan, J., Galinsky, A., & Sivanathan, N. (2010, June). When adults approach risk similar to non-human primates and children: The interactive effects of power and stability. Poster presented at the annual International Association for Conflict Management conference. Boston, MA. USA

Fast, N. J., Sivanathan, N., Galinsky, A. D., & Mayer, N. D. (2010, January). Power and overconfident decision-making. Paper presented at the annual meetings of the Society for Personality and Social Psychology. Las Vegas, NV. USA

Wang, C., Narayanan, J., Sivanathan, N., Ganegoda, D., & Murnighan, J. K. (2010, January). You won't get away with it...the promise and peril of diminishing negative

emotions in economic exchange. Poster presented at the annual meetings of the Society for Personality and Social Psychology. Las Vegas, NV. USA

Zhong, C. B., Strojcek, B. W., & Sivanathan, N. (2009, May). Cleanliness, moralization and prejudice. Paper presented at the Association for Psychological Science, San Francisco, CA. USA.

Gunia, B., Sivanathan, N., & Galinsky, A.D. (2009, June). Vicarious entrapment: Your sunk costs, my escalation of commitment. Paper presented at the International Association of Conflict Management Conference, Kyoto, Kyoto, Japan.

Gunia, B., Galinsky, A., Sivanathan, N., & Swaab, R. (2008, July). Taking them to the limit: First offers across cultures, issues, time and technology. Paper presented at the meetings of the International Association of Conflict Management: Chicago, IL. USA.

Sivanathan, N. (2007, November). Trait transference in Trust Games. Poster presented at the Society for Judgment and Decision Making; Long Beach, CA. USA.

Sivanathan, N., Molden, D., Galinsky, A., & Ku, G. (2007, August). Promise and Peril of De-escalating through self-affirmation. Paper presented at the Academy of Management meetings, Philadelphia, PA. USA

Sivanathan, N. (2007, July). Killing the messenger. Poster presented at the International Conference on Social Dilemmas; Seattle, WA. USA.

Sivanathan, N., & Galinsky, A. (2007, July). Power & Overconfidence. Paper presented at the meetings of the International Association of Conflict Management: Budapest, Hungary.

Sivanathan, N., Huang, L., Wang, L., & Murnighan, J. K. (2007, July). Complete versus partial trust: Currencies and Consequences. Paper presented at the meetings of the International Association of Conflict Management: Budapest, Hungary.

Sivanathan, N., Huang, L., Wang, L., & Murnighan, J. K. (2007, June). Complete versus partial trust: Currencies and Consequences. Paper presented at the Economic Science Association. Rome, Italy.

Lount, R. B., Zhong, C., Sivanathan, N., & Murnighan, J. K. (2006, August). Getting off on the wrong foot: Restoring trust and timing of breach. Paper presented at the Academy of Management meetings, Atlanta, GA. USA.

Sivanathan, N., & Galinsky, A. (2006, June). Trap of Power: Overconfidence and Underperformance. Poster presented at the Behavioral Decision Research Meetings; Santa Monica, CA. USA.

Sivanathan, N., & Galinsky, A. (2006, May). Trap of Power: Overconfidence and Underperformance. Paper presented at the London Business School Trans-Atlantic Doctoral Conference on Business Research, London, UK.

Lount, R. B., Zhong, C., Sivanathan, N., & Murnighan, J. K. (2006, January). Betrayal and Trust Repair. Poster presented at the meetings of the Society for Personality and Social Psychology; Pam Springs, CA. USA.

Sivanathan, N., Pillutla, M. M., & Murnighan, J. K., & (2005, September). Power lost, power gained: Egocentric action and inconsistent perceptions. Paper presented at the meetings of the Economic Science Association, Tucson, AZ. USA.

Sivanathan, N., Turner, N., & Barling, J. (2005, August). Effects of transformational leadership training on occupational safety: A quasi-experiment study. Paper presented at the Academy of Management meetings, Honolulu, HI. USA.

Barling, J. Kelloway, K., Sivanathan, N., Turner, N. & Loughlin, C. (2005, August). Leading others to well-being: Direct and indirect effects of transformational leadership. Paper presented at the Academy of Management meetings, Honolulu, HI. USA.

Sivanathan, N., Molden, D., Galinsky, A., & Ku, G. (2005, June). De-escalating commitment through self-affirmation. In J. Hughes (Chair). *Solving and de-escalation of (intractable) conflict*. Paper presented at the meetings of the International Association of Conflict Management: Seville, Spain.

Hershcovis, S., Barling, J., Turner, N., Arnold, K. A., Dupre, K., Inness, M., Leblanc, M., & Sivanathan, N. (2004, August). Predictors of workplace aggression: A meta-analysis. Paper presented at the Academy of Management meetings, New Orleans, LA. USA.

Lount, R. B., Zhong, C., Sivanathan, N., & Murnighan, J. K. (2004, June). Getting off on the wrong Foot: Exploring the restoration of trust. Paper presented at the meetings of the International Association of Conflict Management: Pittsburgh, PA, USA.

Sivanathan, N., Arnold, K. A., Turner, N., & Barling, J. (2003, October). Lead well to be well: Transformational leadership & well-being. Poster presented at the International Positive Psychology Summit; Washington, DC. USA.

Sivanathan, N., Barling, J., Loughlin, C., & Kelloway, K. (2003, April). Leading others to well-being: Transformational leadership and employee well-being. Paper presented at the Industrial Organizational Psychology meetings; Orlando, FL. USA.

Sivanathan, N., & Barling, J., Loughlin, C., & Kelloway, K. (2003, March). Transformational leadership and employee well-being. Paper presented at the APA/NIOSH Work, Stress, and Health Conference, Toronto, Canada.

INVITED SEMINARS & TALKS:

Anderson School of Management, UCLA, March 2021
Rotterdam School of Management, 2019
IESE Business School, 2018
UCL Management Department, UCL, March 2018
Johnson School, Cornell University, October 2017
Department of Management, University of Texas at Austin, January 2017
Jones Graduate School of Business, Rice University, September 2015
Faculty of Psychology, University of Vienna, August 2015
School of Psychology, Cambridge University, February 2015
School of Economics, Lancaster University, February 2015
School of Experimental Psychology, University College London, December 2014
School of Psychology, University of Southampton, June 2014

LSE Management, London School of Economics, May 2012
Ross School of Business, University of Michigan, March 2012
Anderson School of Management, UCLA, January 2012
Judge Business School, Oxford University, May 2011
Wharton School, University of Pennsylvania, November, 2010
Rotman School of Management, University of Toronto, March, 2010
ESSEC Business School, February, 2010
Aston Business School, Aston University, December 2009
Harvard Business School, Harvard University, February 2008
Yale School of Management, Yale University, January 2008
Queen's School of Business, Queen's University, January 2008
London Business School, January 2008
INSEAD, January 2008
Kenan-Flagler Business School, University of North Carolina, December 2007
NUS Business School, National University of Singapore, December 2007
Lee Kong Chian School of Business, Singapore Management University, December 2007
Michael G. Foster School of Business, University of Washington, November 2007
Desautels Faculty of Management, McGill University, November 2007
British Psychological Society's Occupational Psychology Conference, January 2004

AWARDS AND HONORS:

Excellence in Teaching Award, London Business School	2016
Top 40 Business School Professors Under 40, Poets & Quants	2016
Best Teacher Award for MBA, London Business School	2014
Best Teacher Award for MiM (Runner-up), London Business School	2010
Excellence in Teaching "4.5 Club", Johnson School of Management	2008
Doctoral Fellowship, Social Science Humanities Research Council of Canada	2004-2007
Excellence in Ethics Dissertation Proposal Competition Award, University of Notre Dame Institute for Ethical Business Worldwide	2007
Doctoral Teaching Award, Kellogg School of Management	2007
Best Paper Proceedings, Academy of Management Meetings	2007
Best Paper Finalist & Proceedings, Academy of Management Meetings	2006
Graduate Travel Scholarship, Australian Research Council & Economic Decision Network	2006
Best Paper Proceedings, Academy of Management Meetings	2005
Visiting Graduate Scholar Grant, International Foundation for Experimental Economics	2004
International Positive Psychology Fellow Travel Grant, Gallup Organization	2003
Queen's School of Business Scholarship, Queen's University	2002
R. Samuel McLaughlin Fellowship, Queen's University	2001-2002
Geoffrey Wood Award, Queen's University	2001-2002
Queen's Graduate Award, Queen's University	2001-2002

Dean's Honor List for Graduating Class, Queen's University 2001

RESEARCH GRANTS:

LEADERSHIP INSTITUTE, LONDON BUSINESS SCHOOL

"Social Class" 2018
"Dominance & Prestige" 2017

RESEARCH & MATERIALS DEVELOPMENT GRANT, LONDON BUSINESS SCHOOL

"Dominance & Prestige" 2018
"Social Class" 2017
"Argument Dilution" 2016
"Affirmation Interventions" 2015
"Status Competition" 2014
"Psychology of Status Momentum" 2013
"Competition & Entitlement" 2012
"Psychology of Status" 2011
"Status Consumption" 2010
"Vicarious Escalation" 2009

DISPUTE RESOLUTION RESEARCH CENTER, KELLOGG SCHOOL OF MANAGEMENT

"Scurrilous Competitors" 2007
"Opportunism in Altruistic Punishment" 2006
(with Bauer, Bodenhausen & Murnighan)
"Social Comparison in Trusting Decisions" 2005
(with Long, Huang, & Murnighan)
"Self-affirmation & Escalation of Commitment" 2004
(with Molden, Galinsky & Ku)
"Getting off on the wrong foot" 2003
(with Lount, Zhong, & Murnighan)

GRADUATE SCHOOL, NORTHWESTERN UNIVERSITY

Research Travel Grants 2004-2007

TEACHING CASE:

Rahimi, K., Feddersen, T. J., & Sivanathan, N. (2005). McLibel. Kellogg School of Management Case.

PHD STUDENT SUPERVISION & COMMITTEES:

PHD SUPERVISION

Garrett Brady, London Business School 2016 - Present
Hemant Kakkar, London Business School 2014 - 2019

PHD COMMITTEES & EXAMINER

Anja Schanbacher, London Business School (Marketing)	2018
Sayan Serkar, London Business School (Strategy)	2018
Matteo Vissentin, London Business School (Marketing)	2016
Suzie Brink, University of Cambridge (Psychology)	2015
Gang Zhang, London Business School (Organisational Behaviour)	2014
Martin Schweinsberg, London Business School (Organisational Behaviour)	2011
Jennifer Carson, London Business School (Organisational Behaviour)	2010

TEACHING EXPERIENCE:

LONDON BUSINESS SCHOOL

Decision Making Strategies for Leaders – (Executive Education) Achieved Instructor Rating: 5.00 out of 5	2018-Present
Leading Teams for Emerging Leaders Programme – (Executive Education) Achieved Instructor Rating: 5.00 out of 5	2015-Present
Emerging Leaders Program – (Executive Education) Achieved Instructor Rating: 4.90 out of 5	2009-2014
Leading Change Program – (Executive Education) Achieved Instructor Rating: 4.80 out of 5	2013-2016
Advanced Development Program – (Executive Education) Achieved Instructor Rating: 4.70 out of 5	2014
Negotiations & Bargaining – (MBA, EMBA, Sloan) Achieved Instructor Rating: 5.00 out of 5	2009-2017
Leadership in Organisations – (MiM) Achieved Instructor Rating: 4.91 out of 5	2010
Foundations of Business Research – (PhD)	2012-2014
OB Seminar: Self Processes – (PhD)	2015
OB Seminar: Social Hierarchy – (PhD)	2016
Research Methods – (PhD)	2018-Present

JOHNSON SCHOOL OF MANAGEMENT

Negotiations – (MBA) Achieved Instructor Rating: 5.0 out of 5	2008
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KELLOGG SCHOOL OF MANAGEMENT

Negotiations – (MBA) Achieved Instructor Rating: 9.80/10	2007
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ACADEMIC SERVICE:

EDITORIAL BOARDS:

Organizational Psychology Review	2020 – Present
Self & Identity	2016-Present
Academy of Management Journal	2014-2016
Journal of Experimental Social Psychology	2012-2017

AD HOC REVIEWER FOR JOURNALS:

Administrative Science Quarterly
Academy of Management Journal
Journal of Experimental Social Psychology
Journal of Experimental Psychology: Applied
Journal of Personality and Social Psychology
Organizational Behavior & Human Decision Processes
Organization Science
Personality & Social Psychology Bulletin
Strategic Management Journal
Social Psychological & Personality Science
Nature: Human Behavior
Social Cognition
Journal of Social Psychology
Journal of Occupational Health Psychology

AD HOC REVIEWER FOR CONFERENCES:

Academy of Management Conference: OB Division
Academy of Management Conference: CM Division
International Association of Conflict Management Conference

UNIVERSITY SERVICE:

LONDON BUSINESS SCHOOL

PhD coordinator	2015 – Present
Community Engagement Group	2013 – Present
Engaged Community 1.0/2.0	2020
Exam Board	2014 – 2020
OB Elective Approval	2018 – Present
IT Committee	2015 – 2016
Appointments Sub-Committee	2015 – 2016
PhD Admissions Committee	2009, 2011, 2016-2018
Faculty IT Group	2013 – 2015
OB European Workshop Conference Co-Chair	2013 – 2015
OB Seminar Series Organizer	2010 - 2013
School Survey Committee	2009 - 2010
Faculty Recruitment Committee	2009, 2015

KELLOGG SCHOOL OF MANAGEMENT

PhD Student Committee Co-chair	2007 - 2008
PhD Admissions Committee	2004 - 2007

PhD Student Social Committee 2004 - 2007
Day at Kellogg: Taught Model Class to Prospective Students 2007

CURRENT ASSOCIATIONS AND MEMBERSHIPS:

IACM – Board of Directors (Elect) 2021 – 2023
Academy of Management 2001 - Present
Economic Science Association 2004 - Present
International Association of Conflict Management 2004 - Present
Society of Judgment & Decision Making 2004 - Present
American Psychological Society 2008 - Present
Society of Personality and Social Psychology 2010 - Present
American Psychological Association 2013 - Present

WORK EXPERIENCE:

Queen's School of Business/ Center for Automotive 2002 - 2003
Materials Manufacturing Kingston, Research Associate