

CURRICULUM VITAE

GILLIAN KU

London Business School • Organisational Behaviour
Regent's Park • London NW1 4SA
Tel: (44) 20 7000 8920; Fax (44) 20 7000 8901
E-mail: gku@london.edu

Academic Positions

London Business School

- Professor of Organisational Behaviour, 2019-present
- Associate Professor of Organisational Behaviour, 2011-2019
Birth of first child: January 2015
Birth of second child: October 2016
- London Business School Research Fellow of Organisational Behaviour, 2007-2009
- Assistant Professor of Organisational Behaviour, 2004-2011

Columbia Business School, Columbia University

- Visiting Scholar of Management, March-September 2010

Kellogg School of Management, Northwestern University

- Lecturer of Management and Organizations, 2003

Education

PhD, Kellogg School of Management, Northwestern University, Management and Organizations, June 2004, Evanston, IL

- Dissertation: *Still stuck in the big muddy: Behavioral and affective forecasting, competitive arousal, and escalation of commitment*
- Committee: Adam D. Galinsky (co-chair), J. Keith Murnighan (co-chair), Victoria H. Medvec, Dawn Iacobucci

MS, Kellogg School of Management, Northwestern University, Management and Organizations, June 2002, Evanston, IL

- Thesis: *Cognitions and emotions in Internet auction bidding: Tommy Bahama surfs eBay*
- Committee: J. Keith Murnighan (chair), Adam D. Galinsky, Victoria H. Medvec

AB (cum laude), Harvard/Radcliffe Colleges, Psychology, 1997, Cambridge, MA

- Transferred from Pomona College in 1995

Pomona College, 1993-1995, Claremont, CA

- Advanced to Pomona College after 10th grade (skipped 11th and 12th grades)

Awards and Honors

Best Publication in 2017 (Kray, Kennedy, & Ku), International Association for Conflict Management Conference, Dublin, Ireland, July 2019

Excellence in Teaching Award, London Business School, 2014

London Business School Research Fellow of Organisational Behaviour, 2007-2009

Best Paper Proceedings (Sivanathan, Molden, Galinsky, & Ku), Conflict Management Division, Academy of Management Conference, Philadelphia, PA, August 2007

Doctoral Teaching Award for Distinction in Teaching, Kellogg School of Management, 2002-2003

Outstanding Paper (Ku & Murnighan), International Association for Conflict Management Conference, Melbourne, Australia, June 2003

Best Paper Proceedings (Ku, Malhotra, & Murnighan), Conflict Management Division, Academy of Management Conference, Seattle, WA, August 2003

Selected for Academy of Management 2003 Organizational Behavior Doctoral Consortium

Selected for Academy of Management 2002 Conflict Management Doctoral Consortium

John Harvard Scholarship for Academic Achievement of the Highest Distinction, 1996-1997

Elizabeth Cary Agassiz Scholarship for Academic Achievement of the Highest Distinction, 1996-1997

Harvard College Scholarship, 1995-1996

Elizabeth Cary Agassiz Certificate of Merit, 1995-1996

Pomona Scholar (highest academic honor), 1993-1995

Research

* denotes equal authorship, underline denotes graduate or postdoctoral candidate at initiation of project

Articles

Wang, C. S., Ku, G., Smith, A. N., Edwards, B. D., Scott, E., and Galinsky, A. D. (in press). Increasing black employees' social identity affirmation and organizational involvement: Reducing social uncertainty through organizational and individual strategies. *Organization Science*.

Sherman, E., Brands, R., & Ku, G. (2023). Dropping anchor: A field experiment assessing a salary history ban with archival replication. *Management Science*, 69, 2919-2932.

Adam, M. T. P.*, Ku, G.* , & Lux, E. (2019). Auction fever: The unrecognized effects of incidental arousal. *Journal of Experimental Social Psychology*, 80, 52-58.

- Wang, C. S., Lee, M., Ku, G., & Leung, A. (2018). The cultural boundaries of perspective-taking: When and why perspective-taking reduces stereotyping. *Personality and Social Psychology Bulletin*, *44*, 928-943.
- Kennedy, J. A., Kray, L. J., & Ku, G. (2017). A social-cognitive approach to understanding gender differences in negotiator ethics: The role of moral identity. *Organizational Behavior and Human Decision Processes*, *138*, 28-44.
- Best Publication in 2017, International Association for Conflict Management Conference, Dublin, Ireland, July 2019.
- Ku, G., Wang, C. S., & Galinsky, A. D. (2015). The promise and perversity of perspective-taking in organizations. *Research in Organizational Behavior*, *35*, 79-102.
- Wang, C. S., Tai, K., Ku, G., & Galinsky, A. D. (2014). Perspective-taking increases willingness to engage in intergroup contact. *PLoS ONE*, *9*.
- Wang, C. S., Ku, G., Tai, K., & Galinsky, A. D. (2014). Stupid doctors and smart construction workers: Perspective-taking reduces stereotyping of both negative and positive targets. *Social Psychological and Personality Science*, *5*, 430-436.
- Schweinsberg, M., Ku, G., Wang, C. S., & Pillutla, M. (2012). Starting high and ending with nothing: The role of anchors and power in negotiations. *Journal of Experimental Social Psychology*, *48*, 226-231.
- Ku, G., Wang, C. S., & Galinsky, A. D. (2010). Perception through a perspective-taking lens: Differential effects on judgment and behavior. *Journal of Experimental Social Psychology*, *46*, 792-798.
- Zhong, C.-B., Ku, G., Lount, R. B., Jr., & Murnighan, J. K. (2010). Compensatory ethics. *Journal of Business Ethics*, *92*, 323-339.
- Galinsky, A. D., Ku, G., & Mussweiler, T. (2009). To start low or to start high? The case of auctions vs. negotiations. *Current Directions for Psychological Science*, *18*, 357-361.
- Ku, G. (2008). Before escalation: The effects of behavioral and affective forecasting in escalation of commitment. *Personality and Social Psychology Bulletin*, *34*, 1477-1491.
- Ku, G. (2008). Learning to de-escalate: The effects of regret in escalation of commitment. *Organizational Behavior and Human Decisions Processes*, *105*, 221-232.
- Galinsky, A. D., Wang, C. S., & Ku, G. (2008). Perspective-takers behave more stereotypically. *Journal of Personality and Social Psychology*, *95*, 404-419.
- Sivanathan, N., Molden, D. C., Galinsky, A. D., & Ku, G. (2008). The promise and peril of de-escalating commitment through self-affirmation. *Organizational Behavior and Human Decision Processes*, *107*, 1-14.
- An earlier version of this paper was published in the *Academy of Management Best Papers Proceedings*, 2007.
- Ku, G., Galinsky, A. D., & Murnighan, J. K. (2006). Starting low but ending high: A reversal of the anchoring effect in auctions. *Journal of Personality and Social Psychology*, *90*, 975-986.

- Ku, G., Malhotra, D., & Murnighan J. K. (2005). Towards a competitive arousal model of decision-making: A study of auction fever in live and Internet auctions. *Organizational Behavior and Human Decision Processes*, 96, 89-103.
- An earlier version of this paper was published in the *Academy of Management Best Papers Proceedings*, 2003.
- Galinsky, A. D., Ku, G., & Wang, C. S. (2005). Perspective-taking and self-other overlap: Fostering social bonds and facilitating social coordination. *Group Processes and Intergroup Relations*, 8, 109-124.
- Galinsky, A. D. & Ku, G. (2004). The effects of perspective-taking on prejudice: The moderating role of self-evaluation. *Personality and Social Psychology Bulletin*, 30, 594-604.
- Ku, G. & Malhotra, D. (2001). The on-line auction phenomenon: Growth, strategies, promise, and problems. *Negotiation Journal*, 17, 349-361.

Chapters and Invited Articles

- Ku, G. & Adam, M. T. P. (2021). Competitive arousal: Sources, effects, and implications. In S. M. Garcia, A. Tor, & A. J. Elliot (Eds), *The Oxford Handbook of the Psychology of Competition*. Oxford: Oxford University Press.
- Ku, G. & Staw, B. (2010). Escalation of commitment. In J. M. Levine & M. A. Hogg (Eds.), *Encyclopedia of Group Processes and Intergroup Relations* (pp. 241-243). Sage Publications: Thousand Oaks, CA: Sage Publications.
- Malhotra, D., Ku, G., & Murnighan, J. K. (2008, May). When winning is everything. *Harvard Business Review*, 85, 78-86.
- Zhong, C.-B., Ku, G., Lount, R. B., Jr., & Murnighan, J. K. (2006). Group context, social identity, and ethical decision making: A preliminary test. In A. E. Tenbrunsel (Ed.), *Ethics in groups: Research on managing groups and teams* (Vol. 8, pp. 151-177). London: Elsevier.
- Galinsky, A. D., Maddux, W. W., & Ku, G. (2006). The view from the other side of the table. *Negotiation*, 9, 1-4.
- Galinsky, A. D., Martorana, P. V., & Ku, G. (2003). To control or not to control stereotypes: Separating the implicit and explicit processes of perspective-taking and suppression. In J. P. Forgas, K. D. Williams, & W. H. von Hippel (Eds.), *Social Judgments: Implicit and Explicit Processes* (pp. 343-363). Philadelphia: Psychology Press.

Manuscripts Under Review

- Wang, C. S., Deng, Y., Jazaieri, H., Whitson, J. & Ku, G. Conspiratorial beliefs and reduced vaccine acceptance: Understanding the role of perspective-taking. Resubmitted to *Journal of Experimental Psychology: Applied*.

Research in Progress

Brady, G. L., Wang, C. S. & Ku, G. Some perspectives are harmful to take. Unpublished manuscript.

Giurge, L., Chan-Ahuja, S., & Ku, G. Beyond the divide: The benefits of budgeting time across work and nonwork activities. Unpublished manuscript.

Jazaieri, H., Lee, M., Ku, G., & Wang, C. S. Investigating perspective-taking as a tool for navigating a mixed-motive world. Unpublished raw data.

Qiu, J., Lee, M., & Ku, G. Inspirational role models are not enough. Unpublished raw data.

Qiu, J., Helgason, B. A., & Ku, G. Gender differences in moral decoupling. Unpublished raw data.

Presentations

Including Presentations by Co-Authors

Eastern Academy of Management International, Taipei, Taiwan, June 2024

- Wang, C. S., Ku, G., Smith, A. N., Edwards, B. D., Scott, E., and Galinsky, A. D. Increasing black employees' social identity affirmation and organizational involvement: Reducing social uncertainty through organizational and individual strategies.

International Association for Conflict Management Conference, Thessaloniki, Greece, July 2023

- Qiu, J., Helgason, B. A., & Ku, G. Gender differences in moral decoupling

Academy of Management, Seattle, August 2022

- Brady, G. L., Wang, C. S. & Ku, G. Some perspectives are harmful to take
- Giurge, L., Chan-Ahuja, S., & Ku, G. Beyond the divide: The benefits of budgeting time across work and nonwork activities

Academy of Management, virtual, August 2021

- Giurge, L., Chan-Ahuja, S., & Ku, G. The benefits of time budgeting while working from home during COVID-19

International Association for Conflict Management Conference, virtual, July 2021

- Giurge, L., Chan-Ahuja, S., & Ku, G. The benefits of time budgeting while working from home during COVID-19

Academy of Management, virtual, August 2020

- Scrimshire, A., Wang, C. S., Edwards, B. D., & Ku, G. I get by with help from my friends: Perspective-taking, social support, and employee engagement
- Sherman, E., Brands, R., & Ku, G. Dropping anchor: The effect of a salary history ban on gender-related disparities in compensation

People and Organizations Conference, Philadelphia, PA, September 2019

- Sherman, E., Brands, R., & Ku, G. Dropping anchor: The effect of a salary history ban on gender-related disparities in compensation

Academy of Management, Boston, MA, August 2019

- Lee, M. & Ku, G. You Want How Much?! Perceptions of Extreme First Offers and The Men and Women Who Make Them

INSEAD Women at Work 2019 Conference, Singapore, March 2019

- Sherman, E., Brands, R., & Ku, G. Dropping anchor: The effect of a salary history ban on gender-related disparities in compensation

Society of Experimental Social Psychology Conference, Seattle, WA, October 2018

- Wang, C. S., Scott, E., Smith, A. N., Ku, G., and Galinsky, A. D. When do I want to stay? The roles of minority perspective-taking, social identity-based impression management strategies and authenticity climate.

Academy of Management, Chicago, IL, August 2018

- Sherman, E., Brands, R., & Ku, G. Dropping anchor: The effect of salary history bans on gender-related disparities in hiring.
- Wakeman, W., Ha, J., & Ku, G. The relevance of who you know: Why name dropping can both be beneficial and backfire.

International Association for Conflict Management Conference, Philadelphia, July 2018

- Scott, E., Wang, C. S., Smith, A. N., Ku, G., and Galinsky, A. D. When do I want to stay? The roles of minority perspective-taking, social identity-based impression management strategies and authenticity climate.

European Group for Organizational Studies Colloquium, Copenhagen, Denmark, July 2018

- Wakeman, W., Ha, J., & Ku, G. The relevance of who you know: Name dropping and the evolution of social networks.

European Association for Social Psychology, Granada, Spain, July 2017

- Wang, C. S., Lee, M., Ku, G., & Leung, A. The cultural boundaries of perspective-taking: When and why perspective-taking reduces stereotyping.

European Group for Organizational Studies, Copenhagen, Denmark, July 2017

- Wakeman, W., Ha, J., & Ku, G. The relevance of who you know: Name dropping and the evolution of social networks.

Academy of Management, Anaheim, CA, August 2016

- Ha, J., Lee, S., Ku, G. When our competence makes us demand more: Intrapyschic effects of competence-presentation and its consequences in organizations.

- Wang, C. S., Lee, M., Ku, G., & Leung, A. The cultural boundaries of perspective-taking: When and why perspective-taking reduces stereotyping.

Society for Personality and Social Psychology, San Diego, CA, January 2016

- Ku, G., Wang, C. S., & Galinsky, A. D. A mixed-motive model of perspective-taking.

Academy of Management, Vancouver, BC, August 2015

- Sivanathan, N., Lee, M., Ku, G., & Zhang, G. Labeling away competitive behavior.

Academy of Management, Philadelphia, PA, August 2014

- Brands, R., Kim, K. & Ku, G. Gender differences in social capital activation in response to a job threat.

International Association for Conflict Management Conference, Leiden, Netherlands, July 2014

- Schweinsberg, M., Carson-Marr, J., Ku, G., & Pillutla, M. Walking away from the table: When women are less cooperative than men.

Society for Personality and Social Psychology, Austin, TX, January 2014

- Whitson, J., Ha, J., & Ku, G. The effects of intuitive thinking styles on real and false pattern perceptions.
- Kennedy, J. A., Ku, G., & Kray., L. J. The upside of emotionality: Women morally disengage less than men.

Academy of Management, Orlando, FL, August 2013

- Kennedy, J. A., Ku, G., & Kray., L. J. Gender differences in moral disengagement: One explanation for why men are less prosocial than women.

International Association for Conflict Management Conference, Stellenbosch, South Africa, July 2012

- Schweinsberg, M., Carson, J., Ku, G., & Pillutla, M. Walking away from the table: When women are less cooperative than men in negotiations.

Society for Personality and Social Psychology, San Diego, CA, January 2012

- Ku, G., Whitson, J., & Inesi, E. Power, failure, and regret.
- Wang, C. S., Ku, G., & Galinsky, A. D. Perspective-taking: Seeing doctors as less smart.

International Association for Conflict Management Conference, Istanbul, Turkey, July 2011

- Tai, K., Wang, C. S., Xue, Z., Ku, G., & Schweinsberg, M. First Offers as Anchors: Does Timing Matter?

Society for Personality and Social Psychology, San Antonio, TX, January 2011

- Wang, C. S., Tai, K., Ku, G., & Galinsky, A. D. Perspective-taking and intergroup contact.

Academy of Management, Montreal, Canada, August 2010

- Schweinsberg, M., Ku, G., & Pillutla, M. Starting too high: The disadvantages of high anchors in negotiations.

International Association for Conflict Management Conference, Chicago, IL, July 2008

- Ku, G., Galinsky, A. D., & Murnighan, J. K. Arousal, interest, and auction bidders.

Academy of Management Conference, Philadelphia, PA, August 2007

- Ku, G. After escalation: The effects of regret in escalation of commitment.
- Sivanathan, N., Molden, D. C., Galinsky, A. D., & Ku, G. The promise and peril of de-escalating commitment through self-affirmation. (2007 Academy of Management Best Paper Proceedings, Conflict Management Division)

Academy of Management Conference, Honolulu, HI, August 2005

- Ku, G. The big muddy: Behavioral and affective forecasting, learning, competitive arousal, and escalation.

International Association for Conflict Management Conference, Seville, Spain, June 2005

- Galinsky, A. D., Wang, C. S., & Ku, G. The defecting perspective-taker: The impact of stereotypes and perspective-taking in a prisoner's dilemma.
- Sivanathan, N., Molden, D. C., Galinsky, A. D., & Ku, G. De-escalating commitment through self-affirmation.

Academy of Management Conference, New Orleans, LA, August 2004

- Ku, G. Still stuck in the big muddy: Behavioral and affective forecasting and escalation of commitment.
- Zhong, C.-B., Ku, G., Lount, R., & Murnighan, J. K. Ethical dilemmas and the time until decision: An experimental investigation.

Annual Conference on Research on Managing Groups and Teams, Stanford, CA, May 2004

- Zhong, C. B., Lount, R., Ku, G., & Murnighan, J. K. In the name of the group: ethical decision making in group and individual context.

International Association for Conflict Management Conference, Pittsburgh, PA, June 2004

- Kern, M. C., Ku, G., & Murnighan, J. K. A global perspective on competitive norms.

Group and Intergroup Processes Preconference at the Society for Personality and Social Psychology Conference, Austin, TX, January 2004

- Galinsky, A. D., Ku, G., & Wang, C. Smarter and slower: Self-other merging and judgment-behavior dissociation following perspective-taking.

Academy of Management Conference, Seattle, WA, August 2003

- Ku, G., Malhotra, D., & Murnighan J. K. Animal madness: Competitive arousal and emotions in live and Internet auctions. (2003 Academy of Management Best Paper Proceedings, Conflict Management Division)
- Ku, G., Galinsky, A. D., & Murnighan, J. K. Starting low but ending high: A behavioral reversal of the anchoring effect in auctions.

International Association for Conflict Management Conference, Melbourne, Australia, June 2003

- Ku, G. & Murnighan J. K. Cognitions and emotions in Internet auction bidding: Tommy Bahama surfs eBay. (Outstanding Conference Paper 2003)
- Galinsky, A. D. & Ku, G. The effects of perspective-taking on prejudice: The moderating role of self-evaluation.

Invited Seminars and Talks

- INSEAD, April 2014
- University of Southampton, November 2012
- Karlsruhe Institute of Technology, October 2011
- IE Business School, May 2011
- NUS Business School, National University of Singapore, April 2010
- Lancaster University, January 2010
- INSEAD, October 2008
- Haas School of Business, University of California Berkeley, February 2008
- Wharton School, University of Pennsylvania, February 2004
- Harvard Business School, Harvard University, January 2004
- INSEAD, December 2003
- London Business School, December 2003

Research Grants

London Business School

- London Business School Research Fellow of Organisational Behaviour, 2007-2009
- Research and Materials Development Grant, 2004-present

Dispute Resolution Research Center, Northwestern University

- Still stuck in the big muddy: Behavioral and affective forecasting, competitive arousal, and escalation of commitment, 2003
- Starting low but ending high: Congruity, competitive arousal, and a reversal of the anchoring effect in auctions (with Adam D. Galinsky and J. Keith Murnighan), 2002
- A global perspective on competitive norms (with Mary C. Kern and J. Keith Murnighan), 2001
- The effects of cultural differences on majority and minority influence (with Katherine W. Phillips), 2001

Kellogg Teams and Groups, Northwestern University

- The effects of cultural differences on majority and minority influence (with Katherine W. Phillips), 2001

Teaching

London Business School

- Negotiation and Bargaining (MBAs)
Ratings achieved:
4.76 (out of 5) for overall class, 4.93 for overall instructor
- Managing Organisational Behaviour/Science of People in Organisations (MBAs)
Ratings achieved:
4.39 (out of 5) for overall class, 4.83 for overall instructor
- Negotiations and Influencing Skills for Leaders (Executives, live online)
- Negotiations and Influencing for Senior Managers (Executives)
Co-Director with Madan Pillutla
- Accelerated Development Programme (Executives)
- Emerging Leaders Programme (Executives)
- Seminar in Micro Organisational Behaviour – Individuals (PhD students)
- Seminar in Negotiations (PhD students)
- Seminar in Social Psychology (PhD students)

Kellogg School of Management

- Negotiations (MBAs)
Ratings achieved:
9.0 (out of 10) for overall class, 9.0 for overall instructor

Doctoral Advising

- Advisor: Martin Schweinsberg (INSEAD; ESMT Berlin), Jungwoo Ha (ESDES), Stephanie Chan-Ahuja (Rutgers)
- Dissertation committee member: Aylin Aydinli (Marketing – Transfer committee), Mudra Mukesh (Marketing at IE, Madrid, Spain), Yangjie Gu (Marketing – Defense committee), Alex Scrimshire (Management at Spears School of Business, Oklahoma State University)

Academic Service

Field

- Editorial board member at *Organizational and Human Decision Processes*
- Ad hoc journal reviewer at *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *British Journal of Social Psychology*, *Emotion*, *European Journal of Social Psychology*, *Group Decision and Negotiation*, *Journal of Experimental Social Psychology*, *Journal of Management Information Systems*, *Journal of Personality and Social Psychology*, *Management Science*, *Organization and Human Decision*

Processes, Personality and Social Psychology Bulletin, Psychological Review, Social Cognition, and Social Psychological and Personality Science

- Ad hoc conference reviewer at Academy of Management, Conflict Management Division
- International Association for Conflict Management's Committee to select the best academic paper published in 2004, 2005-2006

London Business School

- Subject Area Chair, 2022-present
- Member of Elective Planning Group, 2022-present
- Member of Executive Education Committee, 2023-present
- Member of Research Centre Review Committee, 2022-2023
- Member of Management Board, 2020-present
- PhD Programme Chair, 2020-2022
- Member of Assessments Policy Committee, 2020-2022
- RAMD & Research Fund Committee Meeting, 2019-2020
- Teaching Plan for Organisational Behaviour Subject Area, 2017-2018
- Elective Planning Group, 2017-2018
- Exam Board (with Niro Sivanathan), 2015-2017
- Family Friendly Taskforce, 2015-2016
- Three-Year Review Committee, 2015-2016
- PhD Final Programme Review Committee, 2014-2015
- EMBA Interim Programme Review Committee, 2013-2014
- Appointments Sub-Committee, 2013-2014
- IT Priorities for Faculty Committee, 2012-2013
- Advanced Junior and Adjunct Faculty Recruiting Committees, 2012-2013
- Doctoral Student Coordinator, 2007-2015
- Co-Organizer of INSEAD-LBS Symposium on Organisational Behaviour, Autumn 2007 (with Stefan Thau), Summer 2013 (with Randall Peterson)
- Seminar Series Coordinator (with Stefan Thau), 2006-2008
- Junior Faculty Recruiting Committee and/or Chairperson, 2005-2007, 2008-2011
- Doctoral Student Admissions Committee, 2004-2010, 2011-2014, 2018-2019

Kellogg School of Management

- Doctoral Student Committee Chairperson, 2003-2004
- Cohort Co-Representative, 2001-2003
- Doctoral Student Admissions Committee, 2001-2003
- New Doctoral Student Orientation, 2001-2002

Professional Experience

Senior Financial Analyst, Buena Vista Home Entertainment, The Walt Disney Company, 1997-2000, Burbank, CA

Internships:

- *Personal Trust Intern, Fidelity Management Trust Company of California, Fidelity Investments, Summer 1996, Los Angeles, CA*
- *Account Management Intern, Saatchi & Saatchi Advertising, Summer 1995, Singapore*
- *Production Assistant, Singapore Broadcasting Corporation, Summer 1994, Singapore*

March 2025