

# **Peter Ronald Belmi**

## **Darden School of Business**

### **University of Virginia**

#### **ACADEMIC APPOINTMENT**

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Assistant Professor 2015-  
Darden School of Business, University of Virginia

#### **EDUCATION**

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Stanford Graduate School of Business PhD 2015  
Major: Organizational Behavior

San Francisco State University MS 2010  
Major: Industrial-Organizational Psychology

Ateneo de Manila University BA 2007  
Major: Psychology

#### **AWARDS AND HONORS**

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Best Article Award, Academy of Management Discoveries 2016  
Outstanding Teaching Recognition (top 10%), Darden School, University of Virginia (2015-2016)  
Center for Decision Research Independent Research Grant, University of Chicago 2015  
OB Department Nominee, AOM Doctoral Consortium 2014  
DARE Fellow Alternate, Stanford Office of the 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

#### **RESEARCH INTERESTS**

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Inequality and Hierarchies  
Power and Status  
Intergroup Relations  
Lay Theories

## PUBLICATIONS

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**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.

\*\*Selected media mentions: The Boston Globe, Insight (United Kingdom), The Financial Times

**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.

\*\*Featured article

\*\*Selected media mentions: The Boston Globe, The Stanford Report

**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.

\*\*Best Article Award, Academy of Management Discoveries 2016

\*\*Selected article for the inaugural issue

\*\*Selected media mentions: The Wall Street Journal, Bloomberg Business

**Belmi, P., Barragan, R., Neale, M., & Cohen, G.** (2015). Threats to identity can trigger social deviance. *Personality and Social Psychology Bulletin*, 41(4), 467-484.

\*\*Best Paper Award, Excellence in Ethics Conference 2013

\*\*Outstanding Research Award, SPSP 2012

\*\*Winner, Clara Mayo Grant, SPSSI 2011

\*\*Selected Media Mentions: Vox.com

**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.

\*\*Selected media mentions: Vox.com, Priceonomics, Financial Times, Calcalist, Yahoo News, Harvard Business Review Blog, Allure Magazine, The Daily Mail, Huffington Post, Public Radio International, Bustle

## PRACTITIONER PUBLICATIONS

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**Belmi, P.** (2017). Getting ahead at work: Social class divide, power and office politics. *HR Zone*

**Belmi, P. & Black, C.** (2016). Power and social advantage: The vicious cycle and what to do about it. *Darden Ideas to Action*.

**Belmi, P. & Bowers, K.** (2016). The meaning of demeaning: Social identity threats and deviant behavior. *Darden Ideas to Action*.

## CASE STUDIES AND TEACHING MATERIALS

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**Belmi, P. & Yemen, G.** (2016). Bryanboy. *Darden Business Publishing*.

## CHAired SYMPOSIA

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Inequality as barriers to finding meaning: Some causes, consequences, and challenges of inequality. (2016). *Academy of Management Conference*, Anaheim, California. (co-chair with Juliana Schroeder, Haas School of Business)

\*\*Showcase symposium

Some consequences of having too much: The psychology of advantage. (2015). *Society for Personality and Social Psychology Conference*, Anaheim, CA. (co-chair with Taylor Phillips, Stanford Graduate School of Business)

Bad leaders: Why they persist and how followers strive to overcome them. (2015). *Academy of Management Conference*, Vancouver, Canada. (co-chair with Nathaniel Nakashima, Stanford Graduate School of Business)

\*\*Showcase symposium

The power of words: Social-psychological research and interventions for empowering members of historically disadvantaged groups. (2014). *Academy of Management Conference*, Orlando, FL.

\*\* Featured Symposium for the All Academy Theme.

Eat, drink, and be merry, for tomorrow, we negotiate!. (2012). *Academy of Management Conference*, Boston, MA.

## CONFERENCE PRESENTATIONS

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**Belmi, P.**, Raz, K., & Neale, M. (2016). A hiring bias against underrepresented minorities from low socio-economic backgrounds. *Academy of Management Conference*, Anaheim, CA.

**Belmi, P.** & Laurin, K. (2016). Seeing time as a precious resource: The role of merit beliefs and optimism on time management. *Academy of Management Conference*, Anaheim, CA.

Schroeder, J. & **Belmi, P.** (2016). Perceiving people as resources or relations? Organizational contexts promote objectification. *Academy of Management Conference*, Anaheim, CA.

**Belmi, P.** & Laurin, K. (2016). Who wants to get to the top? Social class and lay theories about power. *Society for Personality and Social Psychology Conference*, San Diego, CA.

**Belmi, P.** Pfeffer, J. & Neale, M. (2015). Theory and evidence that the upper class think of time as money. Poster presentation, *Society for Personality and Social Psychology Conference*, Long Beach, CA.

**Belmi, P.** & Laurin, K. (2014). Who wants to get to the top? Social class and lay theories about power. *Academy of Management Conference*, Philadelphia, PA.

**Belmi, P.** & Neale, M. (2014). Can eating with the enemy lead to higher value deals? Testing two competing perspectives on food sharing. *Society for Personality and Social Psychology Conference*, Austin, TX.

**Belmi, P.,** Cortes, R. & Cohen, G. (2013). Threats to identity can trigger social deviance. *University of Notre Dame Excellence in Ethics Research Conference*, South Bend Indiana, CA.

**Belmi, P. & Neale, M.** (2013). Thinking that one is attractive increases the tendency to legitimize social hierarchies. *Academy of Management Conference*, Orlando, FL.

**Belmi, P. & Neale, M.** (2012). Can eating with the enemy lead to higher value deals? Testing whether food sharing leads to value creating. *Society for Personality and Social Psychology Conference*, New Orleans, LA.

**Belmi, P. & Neale, M.** (2012). Can eating with the enemy lead to higher value deals? Testing whether food sharing leads to value creating. *Academy of Management Conference*, Boston, MA.

**Belmi, P.,** Cortes, R. & Cohen, G. (2012). Threats to identity trigger social deviance. *Society for Personality and Social Psychology Conference*, San Diego, CA.

## INVITED PRESENTATIONS

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University of Virginia, Unsolved Business Mysteries, April 2017

University of Virginia, Graduate Women in Business at Darden, September 2016

University of Virginia, Department of Physical Medicine and Rehabilitation, May 2016

Duke University, Fuqua School of Business, May 2016

University of Virginia, Department of Psychology, February 2016

University of British Columbia, Sauder School of Business, December 2014

University of Washington-Seattle, Foster School of Business, December 2014

University of Virginia, Darden Graduate School of Business, December 2014

University of Utah, David Eccles School of Business, November 2014

Cornell University, Industrial Labor Relations School, November 2014

University of Texas-Austin, McCombs School of Business, November 2014

## TEACHING EXPERIENCE

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University of Virginia, Darden School of Business

*GBUS 7619 Paths to Power (First-Year Leadership Elective)*

(instructor rating: 5.00/5.00; course rating: 5.00/5.00)

*GBUS 9858 Doctoral Seminar on Leadership: The Social Psychology of Organizations*

(instructor rating: 5.00/5.00; course rating: 5.00/5.00)

*GBUS 7341 Leading Organizations (First Year Core Course)*

(instructor rating: 4.82/5.00)

Stanford University, Graduate School of Business

*Getting More of What You Want: Creating and Claiming Value in Negotiations, Workshop, Spring 2014*

*OB 377 Paths to Power, MBA Course, Winter 2012-2014*

OB 205 *Managing Groups and Teams*, MBA Course, Fall 2012-2014  
OB 289 *Negotiations*, Sloan MBA Course, Summer 2012-2014

## **INDUSTRY EXPERIENCE**

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*Consultant / Research Advisor, Entrepreneurial Finance Lab (www.efglobal.com)*

June 2015 – Present

Risk-assessment firm that specializes in using psychometric tools to gain a deep quantitative understanding of individual risk and consumer financing

*Project Supervisor & Data Analyst, Population Research Systems (www.fscgroup.com)*

August 2009- June 2010

Survey research and consulting firm specializing in data collection and data analysis to support corporate decision-making and public policy development.

*Marketing and Project Coordinator / Researcher, Paragon Strategies (www.paragonstrategies.com)*

June 2007 – August 2009

Management consulting firm that specializes in employee training and organizational development

## **MENTORING/ADVISING**

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Jordan Axt, University of Virginia, Department of Psychology

Inhyun Han, University of Virginia, Darden Business School

Scott Baker, University of Virginia, Darden Business School

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management (AOM)

Society for Industrial-Organizational Psychology (SIOP)

Society for Personality and Social Psychology (SPSP)

Society for the Psychological Study of Social Issues (SPSSI)

## **AD-HOC REVIEWER**

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Journal of Experimental Social Psychology

Organizational Behavior and Human Decision Processes

Personality and Social Psychology Bulletin

Evolutionary Behavioral Sciences

## REFERENCES

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Margaret Neale  
Professor of Management  
Department of Organizational Behavior  
Stanford Graduate School of Business  
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Jeffrey Pfeffer  
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pfeff@stanford.edu / +1-650-723-2915

Kristin Laurin  
Assistant Professor of Psychology  
Department of Psychology  
University of British-Columbia  
klaurin@psych.ubc.ca/ +1-604-822-4650