

# MORELA HERNANDEZ

Darden Graduate School of Business  
University of Virginia  
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## ACADEMIC APPOINTMENTS

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- 2014 - present      **DARDEN SCHOOL OF BUSINESS**  
**UNIVERSITY OF VIRGINIA**, Charlottesville, Virginia  
Associate Professor, Leadership and Organizational Behavior Area  
Academic Director, Behavioral Research at Darden, 2015-present
- 2007 - 2014        **FOSTER SCHOOL OF BUSINESS**  
**UNIVERSITY OF WASHINGTON**, Seattle, Washington  
Assistant Professor, Department of Management and Organization

## EDUCATION

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- 2007                **FUQUA SCHOOL OF BUSINESS**  
**DUKE UNIVERSITY**, Durham, North Carolina  
Ph.D. in Business Administration
- 2001                **RICE UNIVERSITY**, Houston, Texas  
B.A. in Psychology – *Magna cum laude* and Honors in Psychology

## RESEARCH INTERESTS

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Stewardship, leadership, ethics, intergenerational behavior, and workforce diversity

## REFEREED PUBLICATIONS

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- Guarana, C. L., Li, J., & Hernandez, M. (forthcoming). Examining the effects of leader-follower gender match on managerial response to voice. *Journal of Experimental Social Psychology*.
- Hernandez, M. & Guarana, C. L. (2017). An examination of the temporal intricacies of job engagement. *Journal of Management*. doi:10.1177/0149206315622573. In press.
- Guarana, C. L. & Hernandez, M. (2016). Identified ambivalence: When cognitive conflicts can help individuals overcome cognitive traps. *Journal of Applied Psychology*, 101(7), 1013-1029.
- Hernandez, M., Avery, D. R., Tonidandel, S., Hebl, M. R., Smith, A. N. & McKay, P. F. (2016). The role of proximal social contexts: Assessing stigma-by-association effects on leader appraisals. *Journal of Applied Psychology*, 101(1), 68-85.
- Guarana, C. L. & Hernandez, M. (2015). Building sense out of situational complexity: The role of ambivalence in creating functional leadership processes. *Organizational Psychology Review*, 5(1), 50-73.

- Liu, D., Hernandez, M., & Wang, L. (2014). The role of leadership and trust in creating structural patterns of procedural justice: A social network investigation. *Personnel Psychology*, 67(4), 801–845.
- Hernandez, M., Long, C. P. & Sitkin, S. B. (2014). Cultivating follower trust: Are all leader behaviors equally influential? *Organization Studies*, 35, 1867-1892.
- Eberly, M. B., Johnson, M. D., Hernandez, M. & Avolio, B. J. (2013). An integrative process model of leadership: Examining loci, mechanisms and event cycles. *American Psychologist*, 68(6), 427-443.
- Avery, D. R., Volpone, S. D., Stewart, R. W., Luksyte, A., Hernandez, M., McKay, P. F., & Hebl, M. R. (2013) Examining the draw of diversity: How diversity climate perceptions affect job pursuit intentions. *Human Resource Management*, 52(2), 175-194.
- Hernandez, M. (2012). Toward an understanding of the psychology of stewardship. *Academy of Management Review*, 37(2), 172-193.
- Wade-Benzoni, K. A, Tost, L. P., Hernandez, M. & Larrick, R. P. (2012). It's only a matter of time: Death, legacies, and intergenerational decisions. *Psychological Science*, 23(7), 704-709.
- Hernandez, M., Eberly, M. B., Avolio, B. J. & Johnson, M. D. (2011). The loci and mechanisms of leadership: Exploring a more comprehensive view of leadership theory. *The Leadership Quarterly*, 22, 1165-1185.
- Wade-Benzoni, K.A, Hernandez, M., Medvec, V., & Messick, D. (2008). In fairness to future generations: The role of egocentrism, uncertainty, power, and stewardship in judgments of intergenerational allocations. *Journal of Experimental Social Psychology*, 44, 233-245.
- Hernandez, M. (2008). Promoting stewardship behavior in organizations: A leadership model. *Journal of Business Ethics*, 80(1), 121-128.
- McKay, P. F., Avery, D. R., Tonidandel, S., Morris, M., Hernandez, M., & Hebl, M. R. (2007). Racial differences in employee retention: Are diversity climate perceptions the key? *Personnel Psychology*, 60, 35-62.
- ❖ Finalist/Runner-up for the HR Division Scholarly Achievement Award for 2007
- Avery, D. R., Hernandez, M., & Hebl, M. R. (2004). Who's watching the race? Racial salience in recruitment advertising. *Journal of Applied Social Psychology*, 34(1), 146-161.

## **PUBLICATIONS IN EDITED VOLUMES OR SPECIAL ISSUES**

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- Hernandez, M. & Sitkin, S. B. (2012). Who is leading the leader? Follower influence on leader ethicality. In D. De Cremer & A. Tenbrunsel (Eds.), *Behavioral Business Ethics: Shaping an Emerging Field*, 81-102. New York: Rutledge.
- Tost, L. P., Hernandez, M. & Wade-Benzoni, K. A. (2008). Pushing the boundaries: A review and extension of the psychological dynamics of intergenerational conflict in organizational contexts. *Research in Personnel and Human Resources Management*, 27, 93-147.

Hernandez, M., Chen, Y., & Wade-Benzoni, K. A. (2006). Toward an understanding of psychological distance reduction between generations: A cross-cultural perspective. *Research on Managing Groups and Teams*, 9, 3-20.

## **INVITED PUBLICATIONS FOR PRACTITIONER AUDIENCE**

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Hernandez, M. & Guarana, C. L. How leaders can compensate for the limitations of the human brain. *MIT Sloan Management Review*. Proposal under review.

Hernandez, M. & Baker, S. Are your leaders hurting their teams? *MIT Sloan Management Review*. Proposal under review.

Baker, S. & Hernandez, M. (2017). Communicating with stakeholders when bad news is uncertain. *International Journal of Public Leadership*. In press.

Hernandez, M. & Avery, D. R. (2016). Getting the short end of the stick: Racial bias in salary negotiations. *MIT Sloan Management Review*.  
<http://sloanreview.mit.edu/article/getting-the-short-end-of-the-stick-racial-bias-in-salary-negotiations/>

Hernandez, M., Noval, L., & Wade-Benzoni, K. A. (2015). How leaders can create intergenerational systems to promote organizational sustainability. *Organizational Dynamics*, 44(2), 104–111.

## **RESEARCH UNDER REVIEW**

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Noval, L. & Hernandez, M. Topic: Self-serving resource allocations.

Hernandez, M., Guarana, C. L., & Halgin, D. Topic: Stewardship and performance.

Hernandez, M. & Guarana, C. L. Topic: Job engagement and creativity.

Baker, S. Hernandez, M., & Parmar, B. Topic: Leader overestimation and team outcomes.

Guarana, C. L. & Hernandez, M. Topic: Identified ambivalence and ethical decision-making.

Hernandez, M., Hess, M., Harris, J., & Baker, S. Topic: Organizational resilience.

## **RESEARCH IN PROGRESS**

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Hernandez, M., Avery, D. R., Volpone, S. & Kaiser, C. R. Bargaining in Black and White: The role of race in salary negotiations. Manuscript in preparation for *Journal of Applied Psychology*.

Hernandez, M. & Guarana, C. L. Limitation of scope bias. *Data analyses underway*.

Koval, C. Z., Hernandez, M., Guarana, C. L. & Shea, C. Accented speech in team contexts: The effects of withholding information. *Data analyses underway*.

Baker, S., Hernandez, M., & Oishi, S. Evaluating the downstream effects of a nomadic business culture: A socioecological perspective. *Data analyses underway*.

- Khattab, J., Shemla, M., Hernandez, M., & van Knippenberg, D. Job crafting and women's perceptions of future fit with leadership positions. *Data collection and analyses underway.*
- Hernandez, M., Baker, S. & Guarana, C. L. Building resilience through relational networks. *Data collection and analyses underway.*
- Baker, S., Hernandez, M., Belmi, P., & Detert, J. Overconfidence: Antecedents, consequences and future directions. *Data collection and analyses underway.*
- Hernandez, M. Klozt, L., & Gordon, B. Mortality salience and the shift from products to services. *Theory and study formulation underway.*
- Hernandez, M. & Bruno, E. A case for melancholy: Salvaging the complexity of human cognition amidst aggressive pro-happiness interventions. *Theory and study formulation underway.*
- Trzebiatowski, T. & Hernandez, M. Women board of directors: An inductive study of influence. *Theory and study formulation underway.*
- Hernandez, M., Noval, L., Wade-Benzoni, K. & Bruno, E. The role of emotions in intergenerational decision making. *Theory and study formulation underway.*

## **CONFERENCE PRESENTATIONS**

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- Baker, S., Hernandez, M., & Parmar, B. (2017). The effect of leader overestimation on team outcomes. Paper to be presented at the Academy of Management Conference.
- Hernandez, M. (2017). Business strategies and climate change: An intergenerational perspective. Symposium panelist, Academy of Management Conference.
- Hernandez, M. (2017). Exploring new routes to science advocacy. Caucus participant, Academy of Management Conference.
- Hernandez, M., Guarana, C. L., & Halgin, D. (2016). An empirical examination of the antecedents and performance outcomes of stewardship behavior. Paper presented at the Academy of Management Conference.
- Baker, S. & Hernandez, M. (2016). Communicating with stakeholders when bad news is uncertain. Paper presented at the Academy of Management Conference.
- Hernandez, M. (2016). Can our basic fears prompt stewardship? Research presented at the Behavioral Science and Policy Association (BSPA) Conference, Washington D.C.
- Hernandez, M., Guarana, C. L., & Halgin, D. (2016). An empirical examination of the performance outcomes of stewardship behavior. Paper presented at the 19th International Symposium on Ethics, Business and Society. IESE, Barcelona, Spain.
- Baker, S. & Hernandez, M. (2016). Communicating with stakeholders when bad news is uncertain. Paper presented at the 19th International Symposium on Ethics, Business and Society. IESE, Barcelona, Spain.

- Noval, L. & Hernandez, M. (2016). Motivated reasoning and self-serving resource allocation: The moderating role of social dominance orientation. Paper presented at the 19th International Symposium on Ethics, Business and Society. IESE, Barcelona, Spain.
- Guarana, C. L. & Hernandez, M. (2016). The role of identified ambivalence in ethical decision-making processes. Paper presented at the 19th International Symposium on Ethics, Business and Society. IESE, Barcelona, Spain.
- Guarana, C. L. & Hernandez, M. (2015). Identified ambivalence: When cognitive conflicts can help individuals overcome cognitive traps. Paper presented at the Academy of Management Conference.
- Baker, S., Hernandez, M., & Parmar, B. (2015) Bad vibes: How leadership overconfidence can erode collective efficacy and stakeholder outcomes. Paper presented at the Academy of Management Conference.
- Hess, M., Hernandez, M., & Harris, J. (2015). Organizational resilience. Research presented at the Business and Economic Resilience Conference, Institute for Business in Society, University of Virginia.
- Guarana, C. L. & Hernandez, M. (2014). Building sense out of contextual complexity: Functional ambivalence and leadership processes. Paper presented at the Academy of Management Conference.
- Guarana, C. L., Li, J., & Hernandez, M. (2014). Examining the effects of leader-follower gender match on managerial response to voice. Paper presented at the Academy of Management Conference.
- Hernandez, M., Hess, M. & Harris, J. (2013) Leaning into the wind: Hardship, stakeholder relationships, and organizational resilience. Paper presented at the Academy of Management Conference.
- Hernandez, M. & Guarana, C. L. (2012). Beyond a snap-shot of job engagement: Examining the dynamic interplay of organizational identification and fit construal. Paper presented at the Academy of Management Conference.
- Guarana, C. L., Burch, T. & Hernandez, M. (2012). The competing influences of transformational leadership and LMX on follower engagement. Paper presented at the Academy of Management Conference.
- Hess, M., Hernandez, M., & Harris, J. (2012). Leaning into the wind: Adversity, stakeholder management, and organizational resilience. Paper presented at the Annual Meeting of the Society for Business Ethics.
- Hernandez, M. (2011). The psychological dynamics of stewardship in intergenerational decision making. Research presented at the ESADE Conference for Intergenerational Decision-Making, Barcelona, Spain. [Keynote speaker]

- Guarana, C. L. & Hernandez, M. (2011). The compensatory effect of organizational identification on workforce engagement. Paper presented at the Academy of Management Conference.
- Hernandez, M. (2011). Toward a meta-theory of leadership. Paper presented at the New Directions in Leadership Research Conference, Duke University.
- Liu, D., Hernandez, M., & Wang, L. (2011). Catching justice contagion within a social network: A longitudinal investigation. Paper presented at the Society of Industrial and Organizational Psychology Conference.
- Hernandez, M., Avery, D. R., & Volpone, S. D. (2010). Getting the short end of the stick: Exploring the role of racioethnicity in negotiations. Paper presented at the Academy of Management Conference.
- Hernandez, M. & Sitkin, S. B. (2010). Who is leading the leader? Follower influence of leader ethicality. Paper presented at the Behavioral Business Ethics: Ideas on an Emerging Field Conference.
- Hernandez, M. & Sitkin, S. B. (2010). Who is leading the leader? Follower influence of leader ethicality. Paper presented at the New Directions in Leadership Conference, Erasmus University, Rotterdam, Netherlands.
- Avery, D. R., Volpone, S.D., Stewart, R. W., Luksyte, A., Hernandez, M., McKay, P.F., & Hebl, M. R. (2010). The draw of diversity: Diversity climate affects job pursuit intentions. Paper presented at the Society of Industrial and Organizational Psychology Conference.
- Sitkin, S. B., Hernandez, M. & Long, C. P. (2010). Cultivating trust in leaders: Are all leader behaviors equally influential. Paper presented at the 5<sup>th</sup> Workshop on Trust Within and Between Organizations, Madrid, Spain.
- Hernandez, M. (2009). Conceptualizing leadership through a stewardship lens. Paper presented at the Academy of Management Conference.
- Hernandez, M. & Eberly, M. B. (2009) What makes leaders different from managers? Embodying the three roles of a steward. Paper presented at the Academy of Management Conference.
- Liu, D., Hernandez, M., & Wang, L. (2009) The ruinous effect of leader differential treatment: Examining procedural justice contagion. Paper presented at the Academy of Management Conference.
- Avery, D. R., Luksyte, A., & Hernandez, M. (2009) Does dissimilarity predict stereotyping? It depends on the context. Paper presented at the Society of Industrial and Organizational Psychology Conference.
- Hernandez, M., May, S.K., & Pickus, N. (2008). Creating effective ethical engagement in organizations: The five principles model. Paper presented at the Academy of Management Conference.

- Tost, L. P., Hernandez, M. & Wade-Benzoni, K. A. (2008). Pushing the boundaries: A review and extension of the psychological dynamics of intergenerational decision making in organizational contexts. Paper presented at the Academy of Management Conference.
- Hernandez, M. (2008). Understanding diversity initiatives: Individual, group, and organizational level opportunities and challenges. Paper presented at the National Diversity in Business Research Conference, Business and Economic Development Center, University of Washington, Seattle.
- Hernandez, M. (2008). Understanding the psychology of stewardship in leadership. Paper presented at the New Directions in Leadership Research Conference, Duke University.
- Hernandez, M. (2008). Intergenerational beneficence: The roles of affinity, power, stewardship, and legacies. Paper presented at the Society of Industrial and Organizational Psychology Conference.
- Hernandez, M. (2007). Behavioral determinants of stewardship in organizations. Paper presented at the Academy of Management Conference.
- Rosette, A. S., Tost, L. P, Hernandez, M., & Sitkin, S. B. (2007) Competitive rivalries between women executives: An impetus for negative biases toward each other. Paper presented at the Academy of Management Conference.
- Sitkin, S. B., Lind, E. A , Hernandez, M., & Long, C.P. (2006) Cultivating trust in leaders: Are all leader behaviors equally influential? Paper presented at the Academy of Management Conference.
- Wade-Benzoni, K.A, Hernandez, M., Medvec, V., & Messick, D. (2006). Psychological influences in judgments of fairness to future generations: The role of egocentrism and uncertainty. Paper presented at the International Association for Conflict Management Conference.
- Avery, D. R., McKay, P. F., Hernandez, M., Hebl, M. R., & Morris, M. (2006). The draw of diversity: How diversity climates affect job pursuit. Paper presented at the Society of Industrial and Organizational Psychology Conference.
- McKay, P. F., Avery, D. R., Morris, M., Hernandez, M., & Hebl, M. R.(2006). Diversity climate perceptions and racial differences in managerial retention. Paper presented at the Society of Industrial and Organizational Psychology Conference.
- Sitkin, S. B., Lind, E. A., & Hernandez, M. (2005). Trust and control: The role of leader and follower perceptions. Paper presented at the Academy of Management Conference.
- Hernandez, M. & Brodt, S. (2005). Trust and employment negotiations: The importance of feeling in control. Paper presented at the International Association for Conflict Management Conference, Seville, Spain.
- Hernandez, M., Chen, Y., & Wade-Benzoni, K. A. (2005). Cultural differences in psychological distance reduction between generations. Paper presented at the Research on Managing Groups and Teams in Organizations Conference.

Avery, D. R., Hernandez, M., Smith, A. N., & Hebl, M. (2005). Interracial differences in leadership perception. Paper presented at the Society of Industrial and Organizational Psychology Conference.

Hernandez, M. (2004). Perceived job suitability as a function of ethnicity. Paper presented at the Society of Industrial and Organizational Psychology Conference.

Hernandez, M., Avery, D. and Hebl, M. (2001). Recruiting diversity: The race is on. Paper presented at the Society of Industrial and Organizational Psychology Conference.

## **2016-2017 INVITED PRESENTATIONS**

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The Hong Kong University of Science and Technology (HKUST), Hong Kong

Erasmus University, Rotterdam, Netherlands

INSEAD, Fontainebleau, France

Inspira, Sao Paulo, Brazil

LBS, London, United Kingdom

University of Massachusetts, Amherst, Massachusetts, USA

University of Virginia, Department of Psychology, Charlottesville, USA

## **TEACHING EXPERIENCE**

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### **University of Virginia, Darden Graduate School of Business:**

Leadership Elective Course (Leadership Strategies)

Full-Time, Second Year M.B.A. Program, 2015-present

Leadership Core Course

Full-Time, First Year M.B.A. Program, 2014-present

Leadership Pre-Matriculation Workshop (Darden before Darden)

Full-Time, First Year M.B.A. Program, 2015-present

### **University of Washington, Foster School of Business:**

Leadership Elective Course (MGMT545)

Daytime and Evening M.B.A. Programs, 2007–2014

Leadership Core Course (LEAD/eLEAD)

Daytime and Evening M.B.A. Programs, 2011–2014

Leadership Elective Course (MGMT401)

Undergraduate Program, 2007–2011

### **Duke University:**

Organizational Behavior Elective Course

*Interdisciplinary Markets and Management Curriculum*

Undergraduate Program, Spring 2005

Leadership Training, Co-Instructor

*The Fuqua/Coach K Center of Leadership and Ethics (COLE)*

Daytime M.B.A. Program, Leadership Fellows; Summer 2004.



## **EXECUTIVE EDUCATION PROGRAMS**

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### **University of Virginia, Darden Graduate School of Business:**

Partnership for Leaders in Education (PLE) [4 offerings—Faculty Lead]

Partnership for Leaders in Education (PLE) [8 offerings]

Army Intermediate [2 offerings]

National Association for Multi-Ethnicity in Communications (NAMIC) [4 offerings]

Capital One, Technology Leadership Program [1 offering]

Global Business Travel Association's Global Leaders Professional program [1 offering]

International Foodservice Distributors Association (IFDA) [1 offering]

Rare Book Libraries, Director Leadership Development [1 offering]

### **University of Washington, Foster School of Business:**

Global Management Training Program Hyundai Heavy Industries Directors [4 offerings]

Korea Advanced Institute of Science & Technology (KAIST) Leadership Program [4 offerings]

Peking University Guanghua School of Management MBA Global Immersion Program [2 offerings]

POSCO Global Management Program [2 offerings]

National Society of Hispanic MBAs (NSHMBA), [2 offerings]

### **London Business School:**

Nestlé, Leadership Development Coach [6 offerings]

### **Duke University, Fuqua School of Business:**

Open Enrollment Programs, Leadership Development Coach [10 offerings]

## **TEACHING MATERIALS**

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**Argamassa Construction Materials (A, B).** Cases co-authored with Gerry Yemen, Eduardo Ribeiro de Santis Santiago, and John Almandoz. UVA-OB-1076, UVA-OB-1077. Teaching note co-authored with Lynn Isabella, UVA-OB-1076TN.

**Health Haven (A, B).** Cases co-authored with Rebecca Goldberg and Luke Bailey. UVA-OB-1062; UVA-OB-1063. Teaching note co-authored with Rebecca Goldberg, UVA-OB-1062TN.

**The Fed and Goldman Sachs (Mike Silva/Carmen Segarra).** Case series and teaching note co-authored with Bobby Parmar and Jenny Meade, UVA-OB-1078, UVA-OB-1079, UVA-OB-1079N.

**Resilience in Business.** Case co-authored with Megan Hess and Rebecca Goldberg. UVA-OB-1080. Teaching note co-authored with Megan Hess, UVA-OB-1080TN.

**Coach K.** Case co-authored with Sim Sitkin, Sanyin Siang, Jenny Craddock. In progress.

**The Cuban Entrepreneur.** Case co-authored with Lisa Stewart. In progress.

**Fulton School District.** In progress.

**Aston Martin.** Case co-authored with Jay Bourgeois, Yiorgos Allayannis, Luca Cian, Jenny Craddock, and Andrew Nelson.

**Ethics Beneath the Surface.** Technical note co-authored with Jared Harris and Cristiano Guarana, E-0409.

**Methodological Advances in Behavioral Science.** BRAD Lab MOOC, Cristiano Guarana.  
Playlist: [https://www.youtube.com/playlist?list=PLKH1z\\_aubPdO9y\\_f75caBz10dts0IEmWw](https://www.youtube.com/playlist?list=PLKH1z_aubPdO9y_f75caBz10dts0IEmWw)

## RESEARCH GRANTS

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- 2017 Batten Institute, Darden School of Business, University of Virginia (\$5,000).
- 2016 NSF Advance/UVA CHARGE, University of Virginia (\$1,975).
- 2008- 2013 Business and Economic Development Center, University of Washington. Research grants for: *Workforce diversity*, multiple projects (\$21,000).
- 2010 Global Business Center, University of Washington. Research grant for: *Self-oriented, but not selfish: The role of self-construal in creating beneficent judgments* (\$2,500).
- 2010 Center for Leadership and Strategic Thinking, University of Washington. Research grant for: *Developing moral leaders: Critical processes and outcomes* (\$10,000).
- 2006-2007 Kenan Dissertation Fellowship in Ethics, Duke University (\$26,000).
- 2006 Dissertation research grant from the Fuqua/Coach K Center for Leadership and Ethics (COLE), Duke University (\$1,000).
- 2005-2006 Kenan Colloquium Fellowship in Ethics, Duke University (\$2,000).
- 2002-2007 Recipient of Full Doctoral Fellowship, Fuqua Business, Duke University.

## AWARDS AND HONORS

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- 2015-2018 Elected Officer, Managerial and Organizational Cognition (MOC) Division of the Academy of Management (approx. 1,200 members).  
2015-2016 Pre-Conference Program [PDW] Chair  
2016-2017 Program Chair  
2017-2018 Division Chair
- 2016 40 under 40 Most Outstanding MBA Professor Award, a global recognition.  
<http://poetsandquants.com/2016/04/13/2016-honor-roll-40-40-outstanding-business-school-professors/3/>
- 2015 Best Paper Award. MOC Division, Academy of Management.
- 2014 Professor of the Year Award. Daytime M.B.A. Program. University of Washington.
- 2014 Professor of the Quarter Award. Daytime M.B.A. Program. University of Washington.
- 2012 Outstanding Service Award. MOC Division, Academy of Management.

- 2012 Professor of the Year Award. Evening M.B.A. Program. University of Washington.
- 2011 Instructor of the Quarter Award. Daytime M.B.A. Program. University of Washington.
- 2010 Instructor of the Quarter Award. Undergraduate Program. University of Washington.
- 2009-2011 Elected Representative-at-Large. MOC Division, Academy of Management.
- 2006 Winner of the University of Notre Dame's Excellence in Ethics Dissertation Proposal Competition.
- 2006 Kenan Dissertation Award in Ethics, Duke University.
- 2005-2007 Elected Student Representative-at-Large. MOC Division, Academy of Management.
- 2001 John W. Brelsford Award. Rice University. "Awarded to a student for their leadership in the field and among their peers, excellence in the classroom, collaboration with faculty, and contributions to the literature."
- 2001 Phi Beta Kappa
- 1998-2001 Psi Chi National Honor Society in Psychology. President of Rice University Chapter.

## **PROFESSIONAL ACTIVITIES**

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### **Academy of Management: Managerial and Organizational Cognition Division (MOC)**

Executive Committee, 2009-2011; 2005-2007, 2015-2018.

Co-organizer, "Cognition in the Rough" PDW, 2005-2008. Lead organizer, 2009-2012.

Faculty facilitator for Cognition in the Rough PDW, 2016.

Faculty facilitator for MOC/OMT Doctoral Consortium, 2010.

### **Academy of Management: Organizational Behavior Division (OB)**

Faculty facilitator for Doctoral Consortium, Ethics in Publishing, 2014-2015.

Panel speaker, The Productivity Process: Strategies from Prolific Junior Faculty, 2014.

Co-organizer and interviewer for the OB Division Podcasts with Michael Johnson. 2007-2009.

### **Academy of Management: All Academy Program**

Panel speaker, Science Advocacy Caucus: Applying Behavioral Insights to Public Policy, 2017.

### **Editorial Review Boards:**

*Behavioral Science and Policy Association Journal*

Senior Editor: Spotlight Initiatives

*Academy of Management Review*

2017 Special Topic Forum "Diversity at a Critical Juncture: New Theories for a Complex Phenomenon."

2016 Special Topic Forum "The Changing Nature of Work Relationships."

## **Ad-Hoc Reviewing for Journals:**

*Academy of Management Review*

*Academy of Management Journal*

*Administrative Science Quarterly*

*Business Ethics Quarterly*

*Journal of Business Ethics*

*Organizational Behavior and Human Decision Processes*

*Organization Science*

*Strategic Management Journal*

National Science Foundation

Harvard Business School Press

## **INDUSTRY EXPERIENCE**

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**THE KENAN INSTITUTE FOR ETHICS, DUKE UNIVERSITY, Durham, North Carolina – Business Ethics Advisor, 2005 – 2008.**

Aided in the ongoing development of the Institute's teaching framework, diagnostic tools, and business model. Trained practitioners on teaching materials and use of diagnostic tools. Analyzed data from client surveys in order to glean information for tailoring the ethics program to a client company's specific needs.

**ENRON, Houston, Texas - Analyst, 1999-2001.**

### ENRON ENERGY SERVICES

- Managed a call center composed of five people tasked with identifying new retail energy customers. Coordinated lead assignments among a team of twelve salesmen and monitored deal progression.
- Conducted market analysis on the California, Nevada, New Mexico and Colorado gas markets in order to evaluate potential value of market and barriers to entry. Developed business strategy and plan for these markets.

### ENRON INDUSTRIAL MARKETS

- Developed financial analyses on South American pulp companies. Used these company reviews in constructing quantitative spreadsheet models of commodity price forecasts and analysis. Authored weekly publication that reported the latest political and economic developments affecting the South American market.

### ENRON GAS COMPRESSION

- Developed spreadsheet models of business risk assessments, and deal structure evaluations. Created quantitative assessments on the future of the gas compression market, which included the projected supply and demand curves, and market strategy options.

### WORKFORCE DIVERSITY DEPARTMENT

- Researched and created a proposal outlining potential business opportunities and other revenue sources for the Community Relations and Workforce Diversity Department.

**BANCO DEL PAÍS, San Pedro Sula, Honduras - Management Consultant, 1998.**

Designed and helped implement program for the evaluation of company-wide employee training programs.

## **MEMBERSHIPS**

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Academy of Management  
American Psychological Association  
Behavioral Science and Policy Association  
Society for Industrial and Organizational Psychology

## **SPECIAL SKILLS**

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Fluent English, Spanish, Portuguese; Rusty French