

# PETER BELMI - CURRICULUM VITAE

---

<b>Contact</b>	<i>University of Virginia</i> Darden School of Business 100 Darden Boulevard Charlottesville, VA 22903 belmip@darden.virginia.edu
<b>Appointments</b>	<i>Darden School of Business, University of Virginia</i> Shannon Center Mid-Career Fellow, 2024 – Scott C. Beardsley Associate Professor of Business Administration, 2021 – Associate Professor (with tenure), 2021 – Assistant Professor, 2015 – 2021  <i>School of Engineering and Applied Science</i> Engineering Systems and Environment Department (by courtesy), 2021-2024
<b>Education</b>	<i>Stanford Graduate School of Business</i> Ph.D., Organizational Behavior, 2015  <i>San Francisco State University</i> MS Industrial-Organizational Psychology, 2010  <i>Ateneo de Manila University</i> AB Psychology, 2007
<b>Research Interests</b>	<i>Social class, power, upward mobility, inequality, culture</i>
<b>Awards and Recognition for Teaching</b>	<ul style="list-style-type: none"><li>• <i>All-University Teaching Award</i>, UVA Office of the EVP and Provost (2025)</li><li>• <i>Faculty Marshal</i>, Voted by the Graduating Class (2023, 2024, 2025)</li><li>• <i>Exceptional Teaching Recognition</i> (2015, 2016, 2017, 2018, 2022, 2023, 2024)</li><li>• <i>Exceptional Teaching Recognition</i>, The Seven Society at UVA (2023)</li><li>• <i>Diversity Faculty Award</i>, Voted by the Graduating Class (2020)</li><li>• <i>The John Colley Award</i> (2018)</li><li>• <i>Top 40 Business Professors Under 40</i>, Poets and Quants (2018)</li><li>• <i>Favorite Classes of Top MBAs</i>, Poets and Quants (2019, 2020, 2023, 2024)</li><li>• <i>Top MBA Professors</i>, BSchools.Org (2018)</li></ul>
<b>Awards and Recognition for Scholarship</b>	<ul style="list-style-type: none"><li>• <i>Shannon Center Mid-Career Fellowship</i> (2024-2027)</li><li>• <i>Best Reviewer Award</i>, <i>Organizational Behavior and Human Decision Processes</i> (2024)</li><li>• <i>Best Symposium Award</i>, <i>Academy of Management OB Division</i> (2022)</li><li>• <i>Scott C. Beardsley Associate Professor Chair Appointment</i> (2021)</li><li>• <i>University of Virginia 3 Cavaliers Program Grant [60K]</i> (2021)</li><li>• <i>Wells Fargo Award for Outstanding Research Publication</i> (2021)</li><li>• <i>Thinkers50: 30 Management Thinkers Most Likely to Shape the Future</i> (2018)</li><li>• <i>Best Symposium Award</i>, <i>Academy of Management OB Division</i> (2017)</li><li>• <i>Best Article Award</i>, <i>Academy of Management Discoveries</i> (2016)</li><li>• <i>Center for Decision Research Research Grant</i>, <i>University of Chicago</i> (2015)</li><li>• <i>OB Department Nominee</i>, <i>AOM Doctoral Consortium</i> (2014)</li><li>• <i>DARE Fellow Alternate</i>, <i>Vice Provost for Graduate Education</i> (2013)</li><li>• <i>Best Paper Award</i>, <i>Excellence in Ethics Research Conference</i> (2013)</li><li>• <i>Outstanding Research Award</i>, <i>Society for Personality and Social Psychology</i> (2012)</li><li>• <i>Clara Mayo Grant</i>, <i>Society for the Psychological Study of Social Issues</i> (2011)</li><li>• <i>Distinguished Graduate Student Award</i>, <i>San Francisco State University</i> (2010)</li></ul>

- Publications**
15. Han, I., **Belmi, P.**, Thomas-Hunt, M., & Summers, C. (in press). Managers can support employees in working-class contexts by promoting growth mindsets. *Personality and Social Psychology Bulletin*.
  14. **Belmi, P.**, Raz, K., Neale, M., & Thomas-Hunt, M. (2024). The consequences of revealing first-generational status. *Organization Science*, 35(2), 667-697.
  13. Frey, E., Adams, G., Pfeffer, J., & **Belmi, P.** (2023). What we (do not) know about punishment across organizational boundaries: A critical review. *Journal of Management*, 49(1), 196-236.
  12. **Belmi, P.**, Jun, S., & Adams, G. (2022). The equal opportunity jerk defense: Rudeness can obfuscate gender bias. *Psychological Science*, 33(3), 397-411.
  11. Martin, S., Harrison, S., Hoopes, C., Schroeder, J., & **Belmi, P.** (2022). Talking shop: An exploration of how talking about work affects our initial interactions. *Organizational Behavior and Human Decision Processes*, 168, 104.
  10. Adams, G., O'Connor, K., & **Belmi, P.** (2022). Social perception in moral judgments of interpersonal transgressions. *Current Opinion in Psychology*, 44, 177-181.
  9. **Belmi, P.**† & Schroeder, J.† (2021). Human “resources”: Objectification at work. *Journal of Personality and Social Psychology*, 120(2), 384-417.
  8. **Belmi, P.**, Neale, M., Reiff, D., & Ulfe, R. (2020). The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality. *Journal of Personality and Social Psychology*, 118(2), 254-282.
  7. Phillips, T., Martin, S., & **Belmi, P.** (2020). Social class transitions: Three guiding questions for moving the study of class to a dynamic perspective. *Social and Personality Psychology Compass*, 14(9), e12560.
  6. **Belmi, P.** & Pfeffer, J. (2018). The effect of economic consequences on social judgment and choice: Reward interdependence and the preference for sociability versus competence. *Journal of Organizational Behavior*, 39, 990-1007.
  5. **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.
  4. **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.
  3. **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.

2. **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.

1. **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.

**Research in Progress**

- Gender and power (with Jeffrey Pfeffer, *under review*, OBHDP)
- First-generation college students (with Shuang Wu, *in prep*, ASQ)
- Racial inequities (with Naomi Fa-Kaji, Derek Brown, Aastha Mittal, and Juliana Schroeder, *in prep*, JPSP)
- Cross-class interactions (with Jieun Pai and Gabrielle Adams, *in prep*, JPSP)
- Creativity (with Jennie Kim)
- Affirmative Action (with Sora Jun)
- Racial Allyship (with Preeti Srinivasan and Gabrielle Adams)

**Invited Presentations**

- George Mason University, Costello College of Business (2025)
- Imperial College London, Imperial College Business School (2025)
- University of Chicago, Booth School of Business (2024)
- Columbia University, Graduate School of Business (2024)
- Rice University, Jones Graduate School of Business (2023)
- University of Maryland, Robert H. Smith School of Business (2023)
- Stanford University, Graduate School of Business (2022)
- University of Illinois, School of Labor and Employment Relations (2021)
- UC Berkeley Institute of Personality and Social Research (2021)
- Yale University, School of Management (2021)
- University of Wisconsin-Madison, School of Business (2021)
- Harvard Kennedy School, Behavioral Insights Group (2020)
- Stanford University, Graduate School of Business (2020)
- University of North Carolina, Kenan-Flagler Business School (2020)
- University of Southern California, Marshall School of Business (2019)
- Carnegie Mellon University, Center for Behavioral Decision Research (2019)
- Stanford University, Graduate School of Business (2019)
- Harvard University, Harvard Business School (2019)
- Indiana University at Bloomington, Kelley School of Business (2019)
- Purdue University, Acceptance and Inclusion Consortium (2019)
- Duke University, Fuqua School of Business (2016)
- University of British Columbia, Sauder School of Business (2014)
- University of Washington-Seattle, Foster School of Business (2014)
- University of Virginia, Darden Graduate School of Business (2014)
- University of Utah, David Eccles School of Business (2014)
- Cornell University, Industrial Labor Relations School (2014)
- University of Texas-Austin, McCombs School of Business (2014)

**Conference Presentations**

- The heroization and exploitation of first-generation college graduates (with Shuang Wu)*
- Academy of Management Conference, 2024, 2025
  - Society for Personality and Social Psychology Conference, 2025
  - International Association for Conflict Management, 2024

*Examining social class differences in creativity (with Jennie Kim)*

- Academy of Management Conference, 2024

*Support for class-based and race-based affirmative action in higher education (with Sora Jun)*

- Academy of Management Conference, 2024
- International Association for Conflict Management, 2024

*Performative wokeness and reputational signaling on social issues (with Preeti Srinivasan and Gabrielle Adams)*

- Academy of Management Conference, 2021, 2023
- International Association for Conflict Management, 2022

*Social class and class inequality in organizations: Facing and fighting classism in the workplace (with Shawn Quan). \*\*showcase symposium*

- Academy of Management Conference, 2022

*New perspectives on increasing diversity and reducing inequality in organizations (with Linda Chang and Aneesh Rai) \*\*showcase symposium*

- Academy of Management Conference, 2022

*The productivity process: What we can learn from Pfeffer's (2010) writings on power (with Mike Baer).*

- Academy of Management Conference, 2022

*How race shapes the class-based experience of workplace belonging and its implications for upward mobility (with Catherine Owsik)*

- American Public Policy and Management Conference, 2022

*Managers can support employees in working-class contexts by promoting growth mindsets (with Inhyun Han, Catherine Owsik, and Melissa Thomas-Hunt)*

- Academy of Management Conference, 2018, 2021
- Positive Organizational Scholarship Conference, 2019

*The outgroup exaggeration effect: Outgroup members exaggerate each other's negative affective reactions toward majority-group privilege (with Naomi Ka-Fuji, Derek Brown, Aastha Mittal, and Juliana Schroeder)*

- Academy of Management Conference, 2021

*"Human" resources: Organizational contexts promote objectification (with Juliana Schroeder)*

- Society for Personality and Social Psychology Conference, 2021
- International Association for Conflict Management, 2019
- Academy of Management Conference, 2016, 2017

*The consequences of revealing first-generational status (with Kelly Raz, Margaret Neale, and Melissa Thomas-Hunt)*

- Academy of Management Conference, 2016, 2020

*The psychology of financial vulnerability and its effects on organizational behavior (with Joyce He)*

- Academy of Management Conference, 2019

*Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments (with Holly Engstrom, Taylor Phillips, and Kristin Laurin)*

- Society for Personality and Social Psychology Conference, 2019
- Academy of Management Conference, 2017, 2019
- International Society of Justice Research, 2018
- International Association for Conflict Management, 2018

*Developing Organizational Research on Financial Precarity, Inequality, and Socioeconomic Status (with Carrie Leana)*

- Academy of Management Conference, 2018

*The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality (with David Reiff, Rosemary Uffe, and Margaret Neale)*

- Academy of Management Conference, 2018

*Inequality as barriers to finding meaning: Some causes, consequences, and challenges of inequality (with Juliana Schroeder) \*\*showcase symposium*

- Academy of Management Conference, 2016

*Bad leaders: Why they persist and how followers strive to overcome them (with Nathaniel Nakashima). \*\*showcase symposium*

- Academy of Management Conference, 2015

*Who wants to get to the top? Social class and lay theories about power (with Kristin Laurin)*

- Society for Personality and Social Psychology Conference, 2015, 2016
- Academy of Management Conference, 2014

*Threats to identity can trigger social deviance (with Rodolfo Cortes, Geoffrey Cohen, and Margaret Neale)*

- Excellence in Ethics Research Conference, 2013
- Society for Personality and Social Psychology Conference, 2012

<b>Teaching and Course Development at the Darden School</b>	<i>Paths to Power (Residential MBA First-Year Leadership Elective)</i>
	• 2016: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 65 students
	• 2017: instructor rating: 4.90/5.00; course rating: 4.83/5.00, 68 students
	• 2018: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 69 students (A)
	• 2018: instructor rating: 4.96/5.00; course rating: 4.96/5.00, 68 students (B)
	• 2019: instructor rating: 4.94/5.00; course rating: 4.97/5.00, 63 students (A)
	• 2019: instructor rating: 4.95/5.00; course rating: 4.98/5.00, 68 students (B)
	• 2020: instructor rating: 4.84/5.00, 63 students (A)
	• 2020: instructor rating: 4.94/5.00, 69 students (B)
	• 2021: instructor rating: 4.95/5.00; course rating: 4.95/5.00, 66 students (A)
	• 2021: instructor rating: 5.00/5.00; course rating: 4.94/5.00, 66 students (B)
	• 2022: instructor rating: 5.00/5.00; course rating: 4.98/5.00, 64 students (A)
	• 2022: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 66 students (B)
	<i>Paths to Power (Residential MBA Second-Year Leadership Elective)</i>
	• 2017: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 66 students
	• 2022: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 42 students (AA)
	• 2022: instructor rating: 5.00/5.00; course rating: 4.97/5.00, 62 students (BB)
	• 2023: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 66 students (AA)
	• 2023: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 65 students (BB)
	• 2024: instructor rating: 5.00/5.00; course rating: 4.98/5.00, 66 students (AA)
	• 2024: instructor rating: 4.95/5.00; course rating: 4.87/5.00, 66 students (BB)
	<i>Leading Organizations (Residential MBA First-Year Core Course)</i>
	• 2016: instructor rating: 4.82/5.00; course rating: 4.62/5.00, 66 students
	• 2017: instructor rating: 4.89/5.00; course rating: 4.67/5.00, 65 students
	• 2018: instructor rating: 4.90/5.00; course rating: 4.78/5.00, 67 students
	• 2019: instructor rating: 4.59/5.00; course rating: 4.46/5.00, 66 students
	• 2020: instructor rating: 4.81/5.00; course rating: 4.75/5.00, 68 students (A)
	• 2020: instructor rating: 4.90/5.00; course rating: 4.87/5.00, 52 students (J)
	• 2021: instructor rating: 4.96/5.00; course rating: 4.90/5.00, 69 students (A)*
	• 2021: instructor rating: 4.90/5.00; course rating: 4.88/5.00, 70 students (E)
	• 2022: instructor rating: 5.00/5.00; course rating: 4.94/5.00, 69 students (A)
	• 2023: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 72 students (A)
	• 2024: instructor rating: 4.94/5.00; course rating: 4.90/5.00, 71 students (A)
	*course head from 2021 onwards
	<i>The Social Psychology of Organizations (Doctoral Seminar on Leadership)</i>
	• 2015: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 6 students
<b>Teaching Materials (available externally)</b>	<i>Bryanboy (A-Case, B-Case, and Teaching Note)</i>
	• Belmi, P. & Yemen, G. (2016). <i>Bryanboy (A)</i> (UVA-OB-1095). Darden Business Publishing.
	• Belmi, P. & Yemen, G. (2017). <i>Bryanboy (B)</i> (UVA-OB-1204). Darden Business Publishing.
	• Belmi, P. & Yemen, G. (2020). <i>Bryanboy (A) and (B): Teaching Note</i> . (UVA-OB-1095TN). Darden Business Publishing.

*Acting and Speaking with Power (Case Collection and Teaching Note)*

- Belmi, P. & Yemen, G. (2020). *Acting and Speaking with Power: Oliver North and the Iran–Contra Deal–The Good, the Bad, and the Ugly* (UVA-OB-1337). Darden Business Publishing.
- Belmi, P. & Yemen, G. (2020). *Acting and Speaking with Power: Donald Kennedy and Stanford Accounting–Indirectly Accused* (UVA-OB-1338). Darden Business Publishing.
- Belmi, P. & Yemen, G. (2020). *Acting and Speaking with Power: Oliver North and Donald Kennedy: Teaching Note* (UVA-OB-1337TN). Darden Business Publishing.

*David Smith at Garden Birch Children's Hospital Center (A-Case, B-Case, Teaching Note)*

- Belmi, P. & Yemen, G. (2022). *David Smith: Garden Birch Children's Hospital Center (A)* (UVA-OB-1414). Darden Business Publishing.
- Belmi, P. & Sesa, A. (2025). *David Smith: Garden Birch Children's Hospital Center (B)* (UVA-OB-1473). Darden Business Publishing.
- Belmi, P. & Yemen, G. (2025). *David Smith: Garden Birch Children's Hospital Center (A) and (B): Teaching Note* (UVA-OB-1414TN). Darden Business Publishing.

*Leading with Vulnerability (Exercise and Teaching Note)*

- Belmi, P. & Thomas-Hunt, M. (2022). *Leading with Vulnerability* (UVA-OB-1398). Darden Business Publishing.
- Belmi, P., Kemp, B., & Cox, L. (2025). *Leading with Vulnerability: Teaching Note* (UVA-OB-1398TN). Darden Business Publishing.

*Darden Stories: Building Belonging and Connection in Business School (Exercise and Teaching Note)*

- Belmi, P., Dyer, A., Wolf, M., Mlynzcak, K., Alvarez Diaz, N., Winebarger, C., Xu, J., Jhaveri, A., & Rankin, Z. (2022). *Darden Stories: Building Belonging and Connection in Business School* (UVA-OB-1409). Darden Business Publishing.
- Belmi, P., Kemp, B., & Kalogeropoulos, D. (2025). *Darden Stories: Building Belonging and Connection in Business School: Teaching Note* (UVA-OB-1490TN). Darden Business Publishing.

*Steve Maiden: A Hedge Fund Manager (Case Series and Teaching Note)*

- Adams, G., Belmi, P., & Sesia, A. (2023). *Steve Maiden (A): A Hedge Fund Manager's Fall from Grace* (UVA-OB-1437). Darden Business Publishing.
- Adams, G., Belmi, P., & Sesia, A. (2023). *Steve Maiden (B): A Hedge Fund Manager Hits Rock Bottom* (UVA-OB-1438). Darden Business Publishing.
- Adams, G., Belmi, P., & Sesia, A. (2023). *Steve Maiden (C): A Hedge Fund Manager Writes a New Life* (UVA-OB-1439). Darden Business Publishing.
- Adams, G., Belmi, P., & Sesia, A. (2023). *Steve Maiden (A), (B), and (C): Teaching Note*. (UVA-OB-1437TN). Darden Business Publishing.

*Matteo Hill: Drawn, Inc. (B-Case and Teaching Note)*

- Raveendhran, R., Belmi, P., & Klopfenstein, A. (2024). *Matteo Hill at Drawn, Inc. (B)* (UVA-OB-1459). Darden Business Publishing.
- Raveendhran, R., Belmi, P., & Klopfenstein, A. (2024). *Matteo Hill at Drawn, Inc. (A), (B), and (C): Teaching Note* (UVA-OB-1293TN). Darden Business Publishing.

*Jack Dorsey: Power, Politics, and the Path Ahead (A-Case and Teaching Note)*

- Belmi, P. & Maiden, S. (2025). *Jack Dorsey: Power, Politics, and the Path Ahead* (UVA-OB-1489). Darden Business Publishing.
- Belmi, P. & Sesia, A. *Jack Dorsey: Power, Politics, and the Path Ahead: Teaching Note* (UVA-OB-1489TN). Darden Business Publishing.

*The Summit AI Fund (Exercise and Teaching Note)*

- Belmi, P. & Maiden, S. (2025). *The Summit AI Fund: Apex* (UVA-OB-1490). Darden Business Publishing.
- Belmi, P. & Maiden, S. (2025). *The Summit AI Fund: Blueprint* (UVA-OB-1491). Darden Business Publishing.
- Belmi, P. & Maiden, S. (2025). *The Summit AI Fund: Circuit* (UVA-OB-1492). Darden Business Publishing.
- Belmi, P. & Migdal, A. (2025). *The Summit AI Fund: Power Moves and Power Plays* (UVA-OB-1490TN); Darden Business Publishing.

**Teaching  
Materials  
(available  
internally)**

*Star Power Survivor*

- *Exercise*: “StarPower Survivor: Student Manual,” (UVA-OB-1335H; Darden Business Publishing: Charlottesville, VA, 2020; with Catherine Owsik)
- *Facilitator Manual*: “StarPower Survivor: Facilitator Manual,” (UVA-OB-1335TN2; Darden Business Publishing: Charlottesville, VA, 2020; with Catherine Owsik)
- *Instructional Materials*: OB-1335TNP, OB-1335X1, OB-1335X2, OB-1335X3
- *Teaching Note*: “StarPower Survivor (TN),” (OB-1335TN1; Darden Business Publishing: Charlottesville, VA, 2020; with Gerry Yemen)

*LEGOMAN Corporation*

- *Teaching Note*: “LEGOMan Corporation (TN),” (UVA-OB-1333TN; Darden Business Publishing: Charlottesville, VA, 2020; with Gerry Yemen)

**Teaching  
Materials in  
Progress**

- *The Personal Attributes that Drive Power and Influence (Technical Note, with Mel Martin)*
- *Challenging Bias in a Law Firm (case and teaching note, with Gerry Yemen and Steve Maiden)*
- *Power in Organizations (technical note, with Bianca Kemp)*
- *Impact Investing (case, with Carissa Sanchez, Darden ‘2020)*
- *Gastón Acurio (case, with Francesco Ormeno, Darden ‘2025)*



<b>Executive Education Programs and Courses</b>	<p>Courses taught: <i>Leading Individual and Organizational Change, Managing Groups and Teams, Organization Culture and Design, Power and Politics in Organizations, Negotiations, Diversity, Equity and Inclusion</i></p> <ul style="list-style-type: none"><li>• Altria</li><li>• Bank Executive Leadership Program</li><li>• Costar MAP</li><li>• Managing Individual and Organizational Change</li><li>• National Association for Multi-Ethnicity in Communications</li><li>• Navy Admirals Strategic Thinking</li><li>• Navy Federal Credit Union</li><li>• Partnership for Leaders in Education</li><li>• Transportation Security Administration</li></ul>
<b>Practitioner Publications</b>	<p><b>Belmi, P.,</b> &amp; Adams, G., &amp; Bowers, K. (2022). The ‘equal-opportunity jerk defense’: When rudeness protects prejudice. <i>Darden Ideas to Action</i>.</p> <p><b>Belmi, P.,</b> &amp; Doris, A. (2019). Why high-class people can sometimes get away with incompetence. <i>Darden Ideas to Action</i>.</p> <p><b>Belmi, P.,</b> &amp; Newman, C. (2018). 5 factors that fuel income inequality. <i>UVA Today</i> (also reprinted in: <i>Darden Ideas to Action</i>).</p> <p><b>Belmi, P.</b> (2017). Getting ahead at work: Social class divide, power and office politics. <i>HR Zone</i>.</p> <p><b>Belmi, P.</b> &amp; Black, C. (2016). Power and social advantage: The vicious cycle and what to do about it. <i>Darden Ideas to Action</i>.</p> <p><b>Belmi, P.</b> &amp; Bowers, K. (2016). The meaning of demeaning: Social identity threats and deviant behavior. <i>Darden Ideas to Action</i>.</p>
<b>Consulting Experience</b>	<p><i>Opportunity @ Work</i> (<a href="http://www.opportunityatwork.org">www.opportunityatwork.org</a>) <i>Research Advisor, June 2020 – Present</i></p> <ul style="list-style-type: none"><li>• Non-profit organization that seeks to rewire the labor market so that individuals who are skilled through alternative routes (STARs) can live and work to their fullest potential</li></ul> <p><i>Roche</i> (<a href="http://www.roche.com">www.roche.com</a>) <i>External Consultant, July 2023 – Present</i></p> <ul style="list-style-type: none"><li>• Fifth-largest pharmaceutical company considered the leading provider of cancer treatments globally.</li></ul> <p><i>Altria</i> (<a href="http://www.altria.com">www.altria.com</a>) <i>External Consultant, July 2023 – Present</i></p> <ul style="list-style-type: none"><li>• Responsibly leading the transition of adult smokers to a smoke-free future.</li></ul>

*Lenddo-EFL (formerly Entrepreneurial Finance Lab) ([www.lenddo.com](http://www.lenddo.com))*

*Consultant / Research Advisor, June 2015 – June 2021*

- Risk-assessment firm that specializes in using psychometric tools to understanding risk and consumer financing

**Selected  
Media  
Mentions**

*The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality.*

- The New York Times, Newsweek, NPR Marketplace Morning Report, The Times London, The Times of India, MarketWatch, The Independent, The London Economic, Pacific Standard, The Daily Mail, EurekAlert, Science Daily, I-News UK, AOL UK, ANI News, The Philadelphia Inquirer, Ladders, Big Think, Study Finds, Yahoo Finance, Infosurhoy, International Business Times, ZME Science, [scienceblog.com](http://scienceblog.com), Xaralite, Personnel Today, Workplace Insight, Devdiscourse, Tdnews, Web India 123, Medium, Forbes, Scientific Inquirer, Insights by Stanford Business, Fast Company, Vocal USA

*The equal opportunity jerk defense: Rudeness can obfuscate gender bias*

- NPR, Science Daily, RadioIQ, Psychology Today, Mel Magazine, Eureka Alert, [bioengineer.org](http://bioengineer.org), Austin News, San Antonio Post, Big News Network, Opera News, NewsBreak, The Print, Web India 123, Mic, Medical News Today, Science Daily, Psychology Today, UVA Magazine

*The effect of economic consequences on social judgment and choice: Reward interdependence and the preference for sociability versus competence*

- UVA Today, Ideas for Leaders, BBC News, The Wall Street Journal, Stanford GSB Insights, SalesFuel, FastCompany.com, Stacy Blackman Consulting Blog

*Who wants to get to the top? Class and lay theories about power*

- The Boston Globe, Insight (United Kingdom), The Financial Times, UVA Today, Poets and Quants, Greater Diversity News, NPR Invisibilia

*How ‘organization’ weakens the norm of reciprocity: The effects of attributions for favors and a calculative mindset*

- The Wall Street Journal, Bloomberg Business, UVA Today, Poets and Quants, Greater Diversity News, AOM Insights, Squeezing the Orange Podcast

*Threats to identity can trigger social deviance*

- [vox.com](http://vox.com), UVA Today, Poets and Quants, Greater Diversity News

*Human “resources”: Objectification at work*

- Inside HigherEd, Academic Minute

<b>Service to the Field</b>	<i>Editorial Board</i> <ul style="list-style-type: none"><li>• Academy of Management Discoveries (Oct 2021–)</li><li>• Organizational Behavior and Human Decision Processes (Jan 2020–)</li><li>• Organization Science (Feb 2023–)</li><li>• Personality and Social Psychology Bulletin (Jan 2021–)</li></ul>
	<i>Ad-Hoc Reviewer</i> <ul style="list-style-type: none"><li>• Academy of Management Journal</li><li>• Administrative Science Quarterly</li><li>• British Journal of Social Psychology</li><li>• Evolutionary Behavioral Sciences</li><li>• European Journal of Social Psychology</li><li>• European Review of Social Psychology</li><li>• Journal of Experimental Psychology: General</li><li>• Journal of Experimental Social Psychology</li><li>• Journal of Personality and Social Psychology</li><li>• Organizational Behavior and Human Decision Processes</li><li>• Organizational Psychology Review</li><li>• Organization Science</li><li>• Personality and Social Psychology Bulletin</li><li>• PNAS Nexus</li><li>• Proceedings of the National Academy of Sciences</li><li>• Psychological Science</li><li>• Sex Roles</li><li>• Social Psychological and Personality Science</li><li>• Trends in Cognitive Sciences</li></ul>
	<i>Panelist/Reviewer</i> <ul style="list-style-type: none"><li>• Conflict Management Doctoral Consortium (2019)</li><li>• Organizational Behavior Junior Faculty Workshop (2023)</li><li>• Best Dissertation Award Committee Member, International Association for Conflict Management (2024)</li></ul>
<b>Service to the Darden Business School</b>	<i>Darden Business School</i> <ul style="list-style-type: none"><li>• Course Head, Leading Organizations FY Core Course (2021–)</li><li>• Appointments Committee (2024–)</li><li>• Academic Standards Committee (ASC, 2019–2024)</li><li>• Residential MBA Program Committee (2021–)</li><li>• Team Pedagogy Across the Curriculum (MBA PC Subcommittee, 2023-2024)</li><li>• LOB Faculty Search Committee (2021)</li><li>• Pre-matriculation Program Committee (2021–)</li><li>• PhD Comprehensive Exam Grader (2016, 2019, 2021)</li></ul>
<b>Service to the University of Virginia</b>	<i>University of Virginia</i> <ul style="list-style-type: none"><li>• Batten Family Bicentennial Distinguished Leadership Professorship Search Committee (2021)</li><li>• External committee member, tenure and promotions for the Department of Psychology (2022)</li></ul>

**Mentoring and Advising**     *Student Organizations at Darden Business School*

- Pride at Darden (PAD)
- Asia Business Club at Darden (ABCD)

*Doctoral/Postdoctoral Students*

- Jieun Pai, Assistant Professor, Imperial College London
- Naomi Fa-Kaji, Postdoctoral researcher, Darden School of Business
- Jennie Kim, PhD student, Kellogg Management and Organizations
- Shuang Wu, PhD student, UCSD Rady School of Management
- Chawit Rochanakit, PhD student, Michigan State University
- Inhyun Han, Assistant Professor, Bellevue University
- Scott Baker, Senior Behavioral Scientist, BetterUp
- Jordan Axt, Assistant Professor, McGill University
- Catherine Owsik, Postdoctoral scholar, University of Michigan
- Michaela Barnett, Founder, Knoxfill

*MBA Students at the University of Virginia (Independent Studies)*

- Francesco Ormeno (2025), JP Morgan
- Brandon Colton (2024), BCG
- Bianca Ventura (2023), PWC
- Stephani Calderon (2023), Accenture
- Joe Ciliberti, Jr. (2023), EY Parthenon
- Daniel Rosa (2023), McKinsey
- Alyssa Gonzalez (2023), Apple
- Jade McLaughlin (2023), BCG
- Pooja Vittal (2023), Walmart
- Kenyon Wright (2023), Duke University School of Medicine
- Natalia Alvarez Diaz (2022), Microsoft
- Audrey Dyer (2022), Deloitte
- Anshini Jhaveri (2022), McKinsey
- Kristy Mlynczak (2022), Davita
- Zoe Rankin (2022), Prophet
- Katie Winebarger (2022), Bain Consulting Group
- Megan Wolf (2022), Bain Consulting Group
- Jing Xu (2022), Teamshares
- Aditi Sinha (2020), McKinsey
- Jade Palomino (2020), Facebook
- Ammar Khan (2020), Bain Consulting Group
- Alexander Spencer (2020), Toast
- Colleen Oberg (2019), PepsiCo
- Kimberly Diaz (2019), Google/OneTilt
- Becca Coleman (2019), AlixPartners
- Katie O'Neill (2019), JPMorgan Chase and Co.
- Jamal Halepota (2018), Microsoft

*Undergraduate Students*

- Jake Powers, PhD, UCLA Anderson Organizational Behavior
- Kpakpando Anyanwu, MS, London School of Tropical Medicine
- Roma Farooqui, Research Associate, Stanford GSB Behavioral Lab