

ROSHNI RAVEENDHRAN

Darden Graduate School of Business
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ACADEMIC APPOINTMENTS

University of Virginia: Darden School of Business **2018 - present**
Assistant Professor of Business Administration

EDUCATION

University of Southern California **2018**
Ph.D. in Business Administration (Management and Organization)

University of Texas at Arlington **2011**
B.A.(Honors) in Psychology

- Summa cum laude

AWARDS AND HONORS

- University of Virginia 3 Cavaliers Research Grant – \$60,000 (with Yoi Tibbetts & Arsalan Heydarian), 2018.
- BusinessBecause: MBA Professors to Look Out For – 2018 (list of 20 new business school professors who are featured as rising stars in the MBA world), 2018.
- USC Graduate School Travel Award, 2018.
- Finalist, INFORMS Best Dissertation Proposal Competition, 2017.
- USC Graduate School Final Year Fellowship (university-wide competition), 2017.
- Finalist, Past President's Best Paper Award, Western Academy of Management, 2017.
- USC Award for Excellence in Teaching, Management and Organizations, 2016.
- USC Marshall PhD Teaching Award, recognizes top two PhD student instructors at the Marshall School of Business, 2016.
- Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management, 2016 & 2017.
- Outstanding Reviewer Award, Western Academy of Management, 2016.
- University Scholar (Awarded to the top 1% of the student body), University of Texas at Arlington, 2009 & 2010.
- Outstanding Freshman Scholarship, University of Texas at Arlington, 2007 – 2011.

RESEARCH INTERESTS

Psychology of Technology; Artificial Intelligence; Automation in the Workplace; Leadership and Decision Making; Self Determination and Motivation

TEACHING INTERESTS

Organizational Behavior; Leadership; Negotiations; Psychology of Technology; Technology Management

RESEARCH

Manuscripts Under Review/Working Papers

Raveendhran, R. & Fast, N.J. Tracked by Technology: Subjective Autonomy and the Adoption of Behavior-Tracking Products.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. Hiding Behind Technology: Managers Adopt Technology to Avoid Negative Evaluations.

Raveendhran, R. & Fast, N.J. Performance Effects of Using Behavior-Tracking Products to Monitor Employees.

Raveendhran, R. & Mayer, K.J. Managing Knowledge Workers: A Competence-based Framework.

Raveendhran, R., & Wakslak, C.J., (Micro) Manager or (Detail-oriented) Leader? Micromanagement and Perceptions of Power-Holders' Fit for Leadership Roles..

- Finalist – Best Paper Award, Western Academy of Management Conference, March 2017.
- Featured in the Financial Times

Selected Research in Progress

“Barriers to the Adoption of Artificial Intelligence in the Legal Profession” with Beverly Rich (stage: data analysis).

“Social Support from Machines” with Trevor Foulk (stage: data collection).

“Autonomous Representatives in Teams and Managerial Influence” with Arthur Jago, Nathanael Fast, and Jonathan Gratch (stage: data collection).

“Leaders’ Technological Savviness and Follower Behaviors” with Cristiano Guarana and Ji Woon Ryu (stage: data collection).

“Technological Competence and Person Perception” with Tami Kim, Gabe Adams, Cristiano Guarana and Ji Woon Ryu (stage: data collection).

“Behavioral Control, Gender, and Leadership Potential” with Morela Hernandez, Charlotte Hoopes, and Cheryl Wakslak (stage: data collection).

“Technology in Post-Merger Integration and Employee Retention” with Zhe (Adele) Xing (stage: data collection).

“New Perspectives on Technology in Organizational Behavior” with Nathanael Fast, Jonathan Gratch, and Arthur Jago (stage: theory development).

“Avatars in Communication” with Merrick Osborne (stage: study design).

CHAPTERS AND OTHER PUBLICATIONS

Raveendhran, R., & Fast, N. J. (in press). Technology and social evaluation: Opportunities and challenges. In R. N. Landers (Ed.), *The Cambridge Handbook of Technology and Employee Behavior*. New York: Cambridge University Press.

Raveendhran, R., Xing, Z., & Mayer, K. J. (in press). Understanding contracting behavior: The role of power. In F. J. Contractor & J. Reuer (Ed.), *Alliance Frontiers*. New York: Cambridge University Press.

INVITED TALKS

University of Virginia, Human and Machine Intelligence Group, 2018.

University of Virginia, Darden Graduate School of Business, 2017.

University of California – Santa Barbara, Technology Management Program, 2017.

University of Western Ontario, Ivey Business School, 2017.

University of British Columbia, Sauder School of Business, 2017.

California State University – Long Beach, College of Business Administration, 2017.

California State University – Bakersfield, School of Business & Public Administration, 2017.

WORKSHOPS AND CHAIRED CONFERENCE SYMPOSIA

- 2019 Psychology of Technology Annual Conference (**Co-Organizer**), 2018 – 2019.
- Academy of Management Discoveries Paper Development Workshop (**Selected Participant**), Los Angeles, CA (2018).
- HR Division Mid-Stage Doctoral Consortium (**Invited Panelist**), Academy of Management Annual Meeting, Chicago, IL (2018).
- HR Division Doctoral Consortium (**Selected Participant**), *Academy of Management Annual Meeting*, Atlanta, GA (2017).
- Research Methods Division Doctoral Consortium (**Selected Participant**), *Academy of Management Annual Meeting*, Atlanta, GA (2017).
- Doctoral Consortium (**Selected Participant**), *Strategic Management Society – Strategic Human Capital Special Conference*, Milan, Italy (2017).
- OB Division Doctoral Consortium (**Selected Participant**), *Academy of Management Annual Meeting*, Anaheim, CA (2016).
- Psychological Perspectives on Leading Organizations: Opportunities and Challenges (**Symposium Chair**), *Academy of Management Annual Meeting*, Anaheim, CA (2016).

- Doctoral Consortium (**Selected Participant**), *Society for Industrial and Organizational Psychology*, Anaheim, CA (2016).
- Technology at work: Opportunities and Challenges (**Symposium Co-Chair**), *Academy of Management Annual Meeting*, Vancouver, BC, Canada (2015).

CONFERENCE PRESENTATIONS

Raveendhran, R., & Fast, N.J. (April, 2018). Tracked by Technology: We Want Privacy from People but Share Freely with Machines. Presented at the *APA Technology, Mind, and Society Conference*, Washington DC.

Raveendhran, R., & Fast, N.J. (March, 2018). Tracked by Technology: We Want Privacy from People but Share Freely with Machines. Presented at the *Psychology of Technology Preconference at the annual meeting of the Society for Personality and Social Psychology*, Atlanta, GA.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (November, 2017). Virtual Reality in Management: Drivers and Consequences. Presented at the *New Directions in Research on the Psychology of Technology Conference*, Berkeley, CA.

Raveendhran, R. (October, 2017). Technology, Behavior Tracking, and the Future of Work. Presented at the *INFORMS Best Dissertation Competition Finals*, Houston, TX.

Raveendhran, R., & Mayer, K.J. (April, 2017). Managing Knowledge Workers: A Competence-based Framework. Presented at the *Strategic Management Society – Strategic Human Capital Special Conference*, Milan, Italy.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (March, 2017). Technology Mediated Management: When Managers Stay Away from Face to Face Interactions. Presented at the *Western Academy of Management Conference*, Palm Springs, CA.

Raveendhran, R., Wakslak, C.J., & Mayer, K.J. (March, 2017). (Micro) Manager or (Detail-oriented) Leader?: Micromanagement and Perceptions of Power-Holders' Fit for Leadership Roles. Presented at the *Western Academy of Management Conference*, Palm Springs, CA.

Raveendhran, R., & Wakslak, C.J. (March, 2017). Too Good to be a Micromanager: Competence and its effects on Micromanagement Perceptions. Presented at the *Western Academy of Management Conference*, Palm Springs, CA.

Raveendhran, R., & Mayer, K.J. (November, 2016). Power and Contract Renegotiation. Presented at the *INFORMS Annual Conference*, Nashville, TN.

Raveendhran, R., Xing, Z., Mayer, K.J. (November, 2016). Understanding Contracting Behavior: The Role of Power. Presented at the *INFORMS Annual Conference*, Nashville, TN.

Raveendhran, R., & Fast, N.J. (October, 2016). Tracked by Technology: We Want Privacy from People but Share Freely with Machines. Presented at the *New Directions in Research on the Psychology of Technology Conference*, Los Angeles, CA.

Raveendhran, R., Xing, Z., Mayer, K.J. (September, 2016). Understanding Contracting Behavior: The Role of Power. Presented at the *Strategic Management Society Annual Conference*, Berlin, Germany.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (August, 2016). Technology Mediated Management: When Managers Stay Away from Face to Face Interactions. Presented at the *Academy of Management Annual Meeting*, Anaheim, CA.

Raveendhran, R., & Wakslak, C.J. (August, 2016). Too Good to be a Micromanager: Competence and its Effects on Micromanagement Perceptions. Presented at the *Academy of Management Annual Meeting*, Anaheim, CA.

Raveendhran, R., & Wakslak, C.J. (June, 2016). Micromanagement and its Negative Effects on Perceptions of Power-holders' Leadership Potential. Presented at the *International Association of Conflict Management Annual Conference*, New York, NY.

Raveendhran, R., & Wakslak, C.J. (January, 2016). Telltale Signs: Detail-oriented Behaviors Signal Low Levels of Leadership Fit. Presented at the *Society for Personality and Social Psychology Annual Conference*, San Diego, CA.

Raveendhran, R., & Fast, N.J. (August, 2015). Illusory Autonomy and the Adoption of Technology. Presented at the *Academy of Management Annual Meeting*, Vancouver, BC, Canada.

Raveendhran, R., Xing, Z., Mayer, K.J. (August, 2015). Understanding Contracting Behavior: The Role of Power. Presented at the *Academy of Management Annual Meeting*, Vancouver, BC, Canada.

Raveendhran, R., & Wakslak, C.J. (August, 2014). Micromanagement and its Negative Effects on Leadership Perceptions. Presented at the *Academy of Management Annual Meeting*, Philadelphia, PA.

TEACHING EXPERIENCE

University of Southern California, Marshall School of Business

- Instructor, Organizational Behavior and Leadership Summer 2015
Rating: 4.94/5.0 (Dept. Average: 4.31)
 - USC Award for Excellence in Teaching, recognizes top ten PhD student instructors at the University of Southern California.

- USC Marshall PhD Teaching Award, recognizes top two PhD student instructors at the Marshall School of Business
- Teaching Assistant, Organizational Behavior MBA Core (Prof. Scott Wiltermuth) Fall 2015
- Teaching Assistant, Leading Organizations (Prof. Nathanael Fast and Prof. Jody Tolan) Spring 2015
- Guest Instructor, The Art and Science of Decision Making (Prof. Cheryl Wakslak) Spring 2014

University of Texas at Arlington, Department of Psychology

- Supplemental Instructor, Psychology Research Design and Statistics 2010 – 2011

PROFESSIONAL SERVICE

Ad hoc Journal Reviewing

- Academy of Management Review

Conference Reviewing

- Academy of Management, Organizational Behavior Division 2012 – present
- Academy of Management, Human Resources Division 2013 – present
- Western Academy of Management 2016 – present
- International Association of Conflict Management 2016 – present

Professional Organizations

- Psychology of Technology Institute, Executive Committee Member 2018 – present

University of Virginia Service

- Ph.D. Mentor, Convergent Behavioral Science Initiative 2018 – present

University of Southern California Service

- Co-Founder, Marshall Panels on Women’s Experiences in Research 2014 – present
- Co-Organizer, Management and Organization PhD Student Seminars 2015 – 2016
- Co-Organizer, PhD Elective Course on Professional Development 2016 – 2017

PROFESSIONAL AFFILIATIONS

- Member, Academy of Management 2012 – present
- Member, Society for Personality and Social Psychology 2015 – present
- Member, Society for Industrial and Organizational Psychology 2016 – present
- Member, Strategic Management Society 2016 – present
- Member, INFORMS 2016 – present
- Member, American Psychological Association 2018 – present

REFERENCES

Nathanael Fast, Ph.D.

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