

**Peter Belmi – Curriculum Vitae**  
**belmip@arden.virginia.edu**  
**August 2026**

## **Appointments**

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

Scott C. Beardsley Professor of Business Administration, 2026 – present  
 Professor of Business Administration, 2026 – present  
 Shannon Center Mid-Career Fellow, 2024 – present  
 Scott C. Beardsley Associate Professor of Business Administration, 2021 – 2026  
 Associate Professor (with tenure), 2021 – 2026  
 Assistant Professor, 2015 – 2021

### ***School of Engineering and Applied Science***

Engineering Systems and Environment Department (by courtesy), 2021 – 2024

## **Education**

### ***Stanford Graduate School of Business***

PhD, Business Administration, 2015 (Major: Organizational Behavior)

### ***San Francisco State University***

MS Industrial-Organizational Psychology, 2010

### ***Ateneo de Manila University***

AB Psychology, 2007 (*cum laude*)

## **Awards and Recognitions**

### ***For Teaching***

- Wells Fargo Award for Excellence in Course Material Development (2026)
- All-University Teaching Award, UVA Office of the EVP and Provost (2025)
- Faculty Marshal, Voted by the Graduating Class (2023, 2024, 2025)
- Exceptional Teaching Recognition, Dean's Office (21 times from 2015 to 2025)
- Exceptional Teaching Recognition, the Seven Society at UVA (2023)
- Diversity Faculty Award, Voted by the Graduating Class (2020)
- The John Colley Award (2018)
- Top 40 Business Professors Under 40, Poets&Quants (2018)
- Favorite Classes of Top MBAs, Poets&Quants (2019, 2020, 2023, 2024)
- Top MBA Professors, BSchools.Org (2018)

### ***For Research***

- Shannon Center Mid-Career Fellowship (2024–2027)
- Best Reviewer Award, Organizational Behavior and Human Decision Processes (2024)
- Best Symposium Award, Academy of Management OB Division (2022)
- Scott C. Beardsley Chair Appointment (2021–)
- UVA 3Cavaliers Program Grant [\$60,000 (2021)
- Wells Fargo Award for Outstanding Research Publication (2021)
- Thinkers50: 30 Management Thinkers Most Likely to Shape the Future (2018)
- Best Symposium Award, Academy of Management OB Division (2017)
- Best Article Award, Academy of Management Discoveries (2016)
- Center for Decision Research Research Grant, University of Chicago (2015)
- OB Department Nominee, AOM Doctoral Consortium (2014)
- DARE Fellow Alternate, 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**

### **Research Interests**

Social class, power, upward mobility, culture, social networks

### **Peer-Reviewed Publications († denotes equal authorship)**

15. Han, I., **Belmi, P.**, Thomas-Hunt, M., & Summers, C. (2025). Managers can support employees in working-class contexts by promoting growth mindsets. *Personality and Social Psychology Bulletin*, 51(11), 2307–2322.
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.**<sup>†</sup> & Schroeder, J.<sup>†</sup> (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.<sup>1</sup>
7. Phillips, L. 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(8), 990–1,007.
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), 505–529.
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” can weaken the norm of reciprocity: The effects of attributions for favors and a calculative mindset. *Academy of Management Discoveries*, 1(1), 36–57.<sup>2</sup>
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.<sup>3</sup>
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

- First-generation college students (with Shuang Wu, *invited resubmission*, ASQ)
- Gender and power (with Jeffrey Pfeffer, *invited revision*, JESP)
- Cross-class interactions (with Jieun Pai and Gabrielle Adams, *under review*, JPSP)
- Perceptions of racial inequities (with Naomi Fa-Kaji, Derek Brown, Aastha Mittal, and Juliana Schroeder, *under review*, JPSP)
- Affirmative action (with Sora Jun, *manuscript writing stage*)

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<sup>1</sup> Winner of the Wells Fargo Award, Excellence in Research (2021)

<sup>2</sup> Best Article Award, Academy of Management Discoveries

<sup>3</sup> Best Paper Award, Excellence in Ethics Research Conference, Outstanding Research Award, Society for Personality and Social Psychology

- Racial allyship (with Preeti Srinivasan and Gabrielle Adams, *manuscript writing stage*)
- Achievement and potential (with Carrell Ocampo and Roberto Galang, *manuscript writing stage*)
- Cross-class connections (with Kristie Neff, Cagla Celik, Stacy Bartlett, Carrie Leana, Johannes Stark, Chawit Rochanakit, Hrag Vosgueritchian, and Nicole Stephens, *data collection in progress*)
- Creativity (with Jennie Kim, *data collection in progress*)
- Disclosures (with Johannes Stark and Stephanie McKee, *data collection in progress*)

### **Invited Presentations**

- Washington University in Saint Louis, Olin Business School (2027, *scheduled*)
- Imperial College London, Imperial Business School (2025)
- University of Chicago, Booth School of Business (2024)
- Columbia University, Columbia Business School (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)
- University of California, Berkeley, Institute of Personality and Social Research (2021)
- Yale University, School of Management (2021)
- University of Wisconsin–Madison, Wisconsin 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 and 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, Foster School of Business (2014)
- University of Virginia, Darden School of Business (2014)
- University of Utah, David Eccles School of Business (2014)
- Cornell University, Industrial Labor Relations School (2014)
- University of Texas at 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, 2026
- Society for Personality and Social Psychology Conference, 2025
- International Association for Conflict Management, 2024, 2026

***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, 2026
- International Association for Conflict Management, 2024

***Racial allyship and reputational signaling (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)***

- Academy of Management Conference, 2022 (showcase symposium)

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

- Academy of Management Conference, 2022 (showcase symposium)

***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

***Perceived Outrage About Racial Inequities: Black and White Americans Hold Inaccurate Views About Outgroup Outrage and Support for Status Quo (with Naomi Ka-Faji, 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 Ulfe, and Margaret Neale)***

- Academy of Management Conference, 2018

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

- Academy of Management Conference, 2016 (showcase symposium)

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

- Academy of Management Conference, 2015 (showcase symposium)

***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

## **Teaching**

**Paths to Power (Residential MBA Second-Year Leadership Elective; rated out of 5); († denotes exceptional teaching recognition [top 10%] from the Dean's Office)**

- 2017: instructor effectiveness rating: 5.00; course valuable rating: 5.00, 66 students †
- 2022: instructor effectiveness rating: 5.00; course valuable rating: 5.00, 42 students (A) †
- 2022: instructor effectiveness rating: 5.00; course valuable rating: 4.97, 62 students (B) †
- 2023: instructor effectiveness rating: 5.00; course valuable rating: 5.00, 66 students (A) †

- 2023: instructor effectiveness rating: 5.00; course valuable rating: 5.00, 65 students (B) †
- 2024: instructor effectiveness rating: 5.00; course valuable rating: 4.98, 66 students (A) †
- 2024: instructor effectiveness rating: 4.95; course valuable rating: 4.87, 66 students (B)
- 2025: instructor effectiveness rating: 5.00; course valuable rating: 5.00, 64 students (A) †
- 2025: instructor effectiveness rating: 5.00; course valuable rating: 5.00, 66 students (B) †

**Paths to Power (Residential MBA First-Year Leadership Elective; rated out of 5; († denotes exceptional teaching recognition [top 10%] from the Dean's Office)**

- 2016: instructor effectiveness rating: 5.00; course valuable rating: 5.00, 65 students †
- 2017: instructor effectiveness rating: 4.90; course valuable rating: 4.83, 68 students †
- 2018: instructor effectiveness rating: 5.00; course valuable rating: 5.00, 69 students (A) †
- 2018: instructor effectiveness rating: 4.96; course valuable rating: 4.96, 68 students (B) †
- 2019: instructor effectiveness rating: 4.94; course valuable rating: 4.97, 63 students (A) †
- 2019: instructor effectiveness rating: 4.95; course valuable rating: 4.98, 68 students (B) †
- 2020: instructor effectiveness rating: 4.84, course valuable rating: N/A, 63 students (A)
- 2020: instructor effectiveness rating: 4.94, course valuable rating: N/A, 69 students (B)
- 2021: instructor effectiveness rating: 4.95; course valuable rating: 4.95, 66 students (A)
- 2021: instructor effectiveness rating: 5.00; course valuable rating: 4.94, 66 students (B) †
- 2022: instructor effectiveness rating: 5.00; course valuable rating: 4.98, 64 students (A) †
- 2022: instructor effectiveness rating: 5.00; course valuable rating: 5.00, 66 students (B) †

**Leading Organizations (Residential MBA First-Year Core Course; rated out of 5; † denotes exceptional teaching recognition [top 10%] from the Dean's Office; course head from 2021 onward)**

- 2016: instructor effectiveness rating: 4.82; course valuable rating: 4.62, 66 students
- 2017: instructor effectiveness rating: 4.89; course valuable rating: 4.67, 65 students
- 2018: instructor effectiveness rating: 4.90; course valuable rating: 4.78, 67 students
- 2019: instructor effectiveness rating: 4.59; course valuable rating: 4.46, 66 students
- 2020: instructor effectiveness rating: 4.81; course valuable rating: 4.75, 68 students (A)
- 2020: instructor effectiveness rating: 4.90; course valuable rating: 4.87, 52 students (J)
- 2021: instructor effectiveness rating: 4.96; course valuable rating: 4.90, 69 students (A)
- 2021: instructor effectiveness rating: 4.90; course valuable rating: 4.88, 70 students (E)
- 2022: instructor effectiveness rating: 5.00; course valuable rating: 4.94, 69 students †
- 2023: instructor effectiveness rating: 5.00; course valuable rating: 5.00, 72 students †
- 2024: instructor effectiveness rating: 4.94; course valuable rating: 4.90, 71 students †
- 2025: instructor effectiveness rating: 5.00; course valuable rating: 4.98, 72 students †

**The Social Psychology of Organizations (doctoral seminar; rated out of 5)**

- 2015: instructor effectiveness: 5.00; course valuable rating: 5.00, 6 students

## Teaching Materials and Course Development

### Available Externally

#### ***Bryanboy (A Case, B Case, and Teaching Note)***

- Belmi, P., & Yemen, G. (2016). *Bryanboy (A)* (UVA-OB-1095). Darden Business Publishing.
- Belmi, P., & Yemen, G. (2017). *Bryanboy (B)* (UVA-OB-1204). Darden Business Publishing.
- Belmi, P., & Yemen, G. (2020). *Bryanboy (A) and (B): Teaching Note* (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-1409TN). Darden Business Publishing.

***Steve Maiden: A Hedge Fund Manager (Case Series and Teaching Note)***<sup>4</sup>

- 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. (2025). *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: Teaching Note* (UVA-OB-1490TN); Darden Business Publishing.

***What is Power? Clarifying Concepts and Controversies (Technical Note)***

- Belmi, P., & Kemp, B. (2025). *What is Power? Clarifying Concepts and Controversies* (UVA-OB-1498). Darden Business Publishing.

**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-1335TNX1, OB-1335TNX2, OB-1335TNX3

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<sup>4</sup> Winner of the Wells Fargo Award, Excellence in Course Material Development (2026)

- *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 Four Levels of Culture* (technical note, with Aldo Sesia)
- *Difficult Conversations* (technical note, with Ayana Younge and Aldo Sesia)
- *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)
- *Impact Investing* (case, with Carissa Sanchez, Darden '20)
- *Gastón Acurio* (case, with Franccesso Ormeno, Darden '25)

### **Communication to the Practicing Manager**

#### **Executive Education Program and Courses († denotes faculty lead for the program)**

- *Courses taught:* Leading individual and organizational change; managing groups and teams; organizational culture and design; power and politics in organizations; diversity, equity, and inclusion in organizations
- *Programs:* Altria†, Bank Executive Leadership Program, CoStar, Managing Individual and Organizational Change, National Association for Multi-Ethnicity in Communication, Navy Admirals Strategic Thinking, Navy Federal Credit Union, Partnership for Leaders in Education, Transportation Security Administration, The Executive Program

### **Practitioner Publications**

- Belmi, P., Adams, G., & Bowers, K. (2022, April 8). *The ‘equal-opportunity jerk defense’: When rudeness protects prejudice.* Darden Ideas to Action.
- Belmi, P., & Doris, A. (2019). Why high-class people can sometimes get away with incompetence. *Darden Ideas to Action.*
- Belmi, P., & Newman, C. (2018). 5 factors that fuel income inequality. *UVA Today (also reprinted in Darden Ideas to Action).*
- 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.*

## Consulting Experience

- Opportunity@Work (research advisor, June 2020–present)
- Roche (external consultant, July 2023–present)
- Altria (external consultant, July 2023–present)
- LenddoEFL (formerly Entrepreneurial Finance Lab; research advisor, June 2015–June 2021)

## 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*, *Daily Mail*, EurekaAlert!, ScienceDaily, 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, Xaralite, Personnel Today, Workplace Insight, Devdiscourse, TD News, WebIndia123, Medium, *Forbes*, *Scientific Inquirer*, Insights by Stanford Business, *Fast Company*, Vocal USA

### ***The “equal-opportunity jerk” defense: Rudeness can obfuscate gender bias***

- NPR, ScienceDaily, RadioIQ, Psychology Today, *MEL* magazine, EurekaAlert!, Bioengineer.org, Big News Network, Opera News, NewsBreak, ThePrint, WebIndia123, Mic, Medical News Today

### ***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, *Fast Company*, Stacy Blackman Consulting blog

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

- *The Boston Globe*, Insight (United Kingdom), *Financial Times*, UVA Today, Poets&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 Businessweek, UVA Today, Poets&Quants, Greater Diversity News, AOM Insights, *Squeezing the Orange* podcast

### ***Threats to identity can trigger social deviance***

- Vox, UVA Today, Poets&Quants, Greater Diversity News

### ***Human “resources”: Objectification at work***

- Inside Higher Ed, Academic Minute

## Service

### Service to the Field

#### **Editorial Board**

*Academy of Management Discoveries* (Oct. 2021–), *Organizational Behavior and Human Decision Processes* (Jan. 2020–), *Organization Science* (Feb. 2023–), *Personality and Social Psychology Bulletin* (Jan. 2021–)

#### **Ad Hoc Reviewer**

*Academy of Management Journal*, *Administrative Science Quarterly*, *British Journal of Social Psychology*, *Evolutionary Behavioral Sciences*, *European Journal of Social Psychology*, *European Review of Social Psychology*, *Journal of Experimental Psychology: General*, *Journal of Experimental Social Psychology*, *Journal of Personality and Social Psychology*, *Organizational Behavior and Human Decision Processes*, *Organizational Psychology Review*, *Organization Science*, *Personality and Social Psychology Bulletin*, *PNAS Nexus*, *Proceedings of the National Academy of Sciences*, *Psychological Science*, *Sex Roles*, *Social Psychological and Personality Science*, *Trends in Cognitive Sciences*

#### **Panelist/Reviewer**

Conflict Management Doctoral Consortium (2019), Organizational Behavior Junior Faculty Workshop (2023), Best Dissertation Award Committee Member, International Association for Conflict Management (2024)

### Service to the Darden Business School

#### **Committee Service**

Course Head for “Leading Organizations” (First-Year Residential MBA Core Course; 2021–); Appointments Committee (2024–); Academic Standards Committee (ASC, 2019–2024); Residential MBA Program Committee (2021–); Team Pedagogy Across the Curriculum (MBA PC Subcommittee, 2023–2024); Leadership and Organizational Behavior (LOB) Faculty Search Committee (2021, 2026); Pre-matriculation Program Committee (2021–); PhD Comprehensive Exam Grader (2016, 2019, 2021)

#### **Doctoral and Postdoctoral Students (Current Position)**

*Stephanie McKee* (Clinical Professor, University of Arkansas), *Jieun Pai* (Assistant Professor, Imperial College London); *Di Shao* (PhD Graduate, University of Virginia Department of Sociology); *Naomi Fa-Kaji* (postdoctoral scholar, Darden School of Business); *Jennie Kim* (PhD student, Kellogg Management and Organizations); *Shuang Wu* (Assistant Professor, Chinese University of Hong Kong); *Chawit Rochanakit* (PhD student, Michigan State University); *Inhyun Han* (Associate Professor, Bellevue University); *Scott Baker* (Director of Experience Architecture, BetterUp); *Jordan Axt* (Associate Professor, McGill University); *Catherine Owsik* (postdoctoral scholar, University of Michigan); *Michaela Barnett* (founder, Knoxfill)

***MBA Students (Independent Studies)***

Francesco Ormeno ('25); Brandon Colton ('24); Bianca Ventura ('23); Stephani Calderon ('23); Joe Ciliberti, Jr. ('23); Daniel Rosa ('23); Alyssa Gonzalez ('23); Jade McLaughlin ('23); Pooja Vittal ('23); Kenyon Wright ('23); Natalia Alvarez Diaz ('22); Audrey Dyer ('22); Anshini Jhaveri ('22); Kristy Mlynczak ('22); Zoe Rankin ('22); Katie Winebarger ('22); Megan Wolf ('22); Jing Xu ('22); Aditi Sinha ('20); Jade Palomino ('20); Ammar Khan ('20); Alexander Spencer ('20); Colleen Oberg ('19); Kimberly Diaz ('19); Becca Coleman ('19); Katie O'Neill ('19); Jamal Halepota ('18)

***Student Organizations at Darden (Formal/Informal Advising)***

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

***Service to the University of Virginia******Committee Service***

Batten Family Bicentennial Distinguished Leadership Professorship Search Committee (2021); External committee member, tenure and promotions for the Department of Psychology (2022)

***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)