ROSHNI RAVEENDHRAN

Darden Graduate School of Business
University of Virginia, Charlottesville, VA 22903
Faculty Page | RaveendhranR@darden.virginia.edu

ACADEMIC APPOINTMENTS

University of Virginia: Darden School of Business   **2018 -**
Assistant Professor of Business Administration
Faculty Fellow, Batten Institute for Innovation and Entrepreneurship   **2020 -**

Personal Circumstances
Maternity leave (Tenure clock stopped)   *2021 - 2022*
Maternity leave (Tenure clock stopped)   *2023 - 2024*

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

RESEARCH INTERESTS

Psychology of Technology; Artificial Intelligence; Remote Work; Future of Work

AWARDS AND HONORS

Research Grants
- National Science Foundation Future of Work at the Human-Technology Frontier Research Grant – $780,000 (with Arsalan Heydarian and Bradford Campbell), 2023 – 2027.
- UVA Darden – Data Science Collaboratory Fellowship for AI Research - $100,000 (with Mona Sloane and Sarah Lebovitz), 2023.
- Entrepreneurship and Innovation Research Grant, the Batten Institute - $40,000 (with Tami Kim), 2021.
- University of Virginia 3 Cavaliers Research Grant – $60,000 (with Eileen Chou & Jazmin Brown-Iannuzzi), 2021.
- University of Virginia 3 Cavaliers Research Grant – $60,000 (with Yoi Tibbetts & Arsalan Heydarian), 2018.

Research Awards
- Chery and Gerald Tellis Best Junior Faculty Paper Award, Artificial Intelligence in Management Conference, 2025.
- Most Cited Article in Organizational Behavior and Human Decision Processes published since January 2021
- 2020 Outstanding Practitioner-Oriented Publication in OB, Academy of Management OB Division (Awarded to the publication with the most significant contribution to the practice of management in the field of Organizational Behavior), 2020.
- Finalist, Best Paper Award, Strategic Management Society – Berkeley, 2020.
- 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.
- Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management, 2016 & 2017.
- Outstanding Reviewer Award, Western Academy of Management, 2016.

Teaching Awards
- Darden Outstanding Teaching Recognition (Top 10% of all Darden Residential MBA courses based on student ratings for both course and instructor ratings), 2023.
- Nominee, Darden Faculty Diversity Award (Student nominated), 2023.
- Frederick S. Morton Leadership Award (a recognition given each year to the Darden professor who "best fostered exceptional student leaders' leadership ability by stimulating the student leader to act upon ideas for evolution and improvement"), 2021.
- World's 40 Best Business School Professors Under the Age of 40, *Poets and Quants*, 2021.
- Darden Outstanding Teaching Recognition (Top 10% of all Darden Residential MBA courses based on student ratings for both course and instructor ratings), 2021.
- Winner, Darden Faculty Diversity Award (Student nominated), 2021.
- Nominee, Darden Outstanding Faculty Award (Student nominated), 2021.
- Frederick S. Morton Leadership Award, 2020.
- Nominee, Darden Faculty Diversity Award (Student nominated), 2020.
- 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 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.

PUBLICATIONS

[*]Indicates collaborator was a graduate student/post-doc when work was started.
[+]Indicates equal authorship

[+]Perrigino, M. & [+]**Raveendhran, R.** [[+]Equal authors]. (In Press). A Theory of Strategic Boundary Control for Remote Work. *Academy of Management Review.*

Raveendhran, R., & Fast, N.J. (2024). When and Why Consumers Prefer Human-Free Behavior Tracking Products. *Marketing Letters.*

Perrigino, M., **Raveendhran, R.,** & *Ryu, J. (2024). Technology Use for Nonwork Purposes at Work: A Behavior-Focused Integrative Review. *Academy of Management Annals.*

Jago, A., **Raveendhran, R.,** Fast, N.J. & Gratch, J. (2024). Algorithmic Management Diminishes Status: An Unintended Consequence of Using Machines to Perform Social Roles. *Journal of Experimental Social Psychology.*

*Kim-Schmid, J. & **Raveendhran, R.** (2022). Where AI Can—and Can't—Help Talent Management. *Harvard Business Review.*

Raveendhran, R., Kim, T., & *Ryu, J.W. (2022). The Role of Digital Channels in Predicting Objective and Subjective Negotiation Outcomes. *Technology, Mind, and Behavior.*

Raveendhran, R. & Fast, N.J. (2021). Humans Judge, Algorithms Nudge: The Psychology of Behavior Tracking Acceptance. *Organizational Behavior and Human Decision Processes.*
  *   **Listed as one of the most cited articles in Organizational Behavior and Human Decision Processes published since January 2021**
  *   Selected media mentions: The Wall Street Journal, The New York Times, CNN

Perrigino, M. & **Raveendhran, R.** (2020). Managing remote workers during quarantine: Insights from organizational research on boundary management. *Behavioral Science and Policy.*
  *   Selected media mentions: Virginia Public Radio, UVA Today

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (2020). Virtual (Freedom From) Reality: Evaluation Apprehension and Leaders' Preference for Communicating Through Avatars. *Computers in Human Behavior* (*Impact Factor: 8.9*).
  *   Selected media mentions: Fortune, Business Insider, Forbes India, WIRED

Hernandez, M., **Raveendhran, R**., Weingarten, E., & Barnett, M. (2019). How algorithms can diversify the startup pool. *MIT Sloan Management Review*. Feature article in print Fall 2019 issue.
  *   **Winner of the Academy of Management – OB Division 2020 Outstanding Practitioner-Oriented Publication Award**

Raveendhran, R., & Fast, N. J. (2019). 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. (2019). Understanding contracting behavior: The role of power. In F. J. Contractor & J. Reuer (Ed.), *Alliance Frontiers.* New York: Cambridge University Press.

MANUSCRIPTS UNDER REVIEW

*Indicates collaborator was a graduate student/post-doc when work was started
+Indicates equal authorship
Full paper titles masked for peer review

Raveendhran, R., & Foulk, T. Artificial Intelligence and Psychological Expectations. *Under 2nd Round Review at Journal of Personality and Social Psychology.*

Perrigino, M., Granqvist, N., **Raveendhran, R**. & Wu, L. Return to Office. *Under 3rd Round Review at Human Resource Management.*

Perrigino, M**., Raveendhran, R.** & Ryu, J.W. Technology and Work-Life Balance. *In Preparation for 3rd Round Review at Journal of Management Studies.*

*Pai, J., **Raveendhran, R.,** Lisnek, J., Brown-Iannuzzi, J., & Chou, E. Artificial Intelligence and Hiring. *In Preparation for 2nd Round Review at Nature Communications*.

*Ryu, J., **Raveendhran, R.,** & Guarana, C. Artificial Intelligence and Feedback. *Under 1st Round Review at Organizational Behavior and Human Decision Processes*.

Raveendhran, R., Jago, A., Fast, N.J. & Gratch, J. Artificial Intelligence and Communication. *Under 1st Round Review at Computers in Human Behavior*.

*Ryu, J., +**Raveendhran, R.,** & +Kim, T. Digital Messaging. *Under 1st Round Review at Organization Science*.

Rosengren, W., Guarana, C., Dennis, A., Kim, A., **Raveendhran, R.,** & Foulk, T. Artificial Intelligence and Workplace Outcomes. *Under 1st Round Review at MIS Quarterly*.

WORKING PAPERS AND SELECT RESEARCH IN PROGRESS

*Indicates collaborator was a graduate student/post-doc when work was started
+Indicates equal authorship
Full paper titles masked for peer review

+**Raveendhran, R.,** +Karunakaran, A., +Kim, T. Artificial Intelligence and Workforce Skill Development. *Working Paper*.
- *****Winner of the Chery and Gerald Tellis Best Junior Faculty Paper Award, 2025.**

Raveendhran, R., *Ryu, J., Guarana, C., Perrigino, M. Technological Savviness. *Working Paper*.

Thompson, P+., Reis, C+., **Raveendhran, R.,** & Gordon, M. Artificial Intelligence and Performance Management. *Working Paper*.

*Kim, H., & **Raveendhran, R.** Generative AI Use Perceptions. *Data collection in progress*.

*Wang, K., Younge, A., Thomas Hunt, M., & **Raveendhran, R.** Artificial Intelligence Conversations. *Data collection in progress*.

*Kim, H., **Raveendhran, R.**, & Foulk, T., Power and Generative AI Use. *Data collection in progress*.

Raveendhran, R., Karunakaran, A., & Mayer, K. Managing Knowledge Workers. *Theoretical development in progress*.

CASES AND TEACHING MATERIALS

Paul Matherne, P., **Raveendhran, R.**, Chinnaswamy, T., Li, T., & Krishnan, V. Pajama Challenges in a Medical Practice: Is AI the Answer? (Abridged). (2025). *UVA-OM-1836*.

Paul Matherne, P., **Raveendhran, R.**, Chinnaswamy, T. Pajama Challenges in a Medical Practice: Is AI the Answer?. Teaching Note. (2025). *UVA-OM-1809TN*.

Raveendhran, R., Kim-Schmid, J., & Klopfenstein, A. Fostering Employee Engagement At Google Post-Pandemic: To AI or Not to AI?. (2024). *UVA-OB-1413*.

Raveendhran, R. & Klopfenstein, A. Fostering Employee Engagement At Google Post-Pandemic: To AI or Not to AI?. Teaching Note. (2024). *UVA-OB-1413TN*.

Raveendhran, R., & Klopfenstein, A. Oli: Can Artificial Intelligence Support Personal Well-Being?. (2024). *UVA-OB-1465*.

Raveendhran, R., & Klopfenstein, A. Oli: Can Artificial Intelligence Support Personal Well-Being? Teaching Note. (2024). *UVA-OB-1465TN*.

Raveendhran, R., Belmi, P. & Klopfenstein, A. Matteo Hill at Drawn Inc. Teaching Note (2024). *UVA-OB-1293TN*.

Raveendhran, R., Kurt, D., & Yemen, G. Matteo Hill at Drawn Inc (C). (2024). *UVA-OB-1466*.

Raveendhran, R., Belmi, P. & Klopfenstein, A. Matteo Hill at Drawn Inc (B). (2024). *UVA-OB-1459*.

Raveendhran, R. (2022). Developing the Workforce of the Future. *UVA-OB-1391*.

Raveendhran, R. (2022). Transparency in Performance Management. *UVA-OB-1390*.

Raveendhran, R. & Kurt, D. (2019). Matteo Hill at Drawn Inc (A). *UVA-OB-1293*.

INVITED TALKS

Leading Women Executives, 2024.
Financial Times, 2024.
UVA Darden AI Intelligence Initiative, 2023.
Measure of Everyday Life Radio Podcast, 2023.
National Association for Multi-ethnicity in Communication, 2023.
WillowTree, 2023.
Upwork, 2023.
Good Disruption Podcast, 2023.
UVA Grand Challenges – Smart Communities and Spaces, 2023.
Starling Compendium, 2023.
Federal Reserve Bank of New York, 2022.
Harvard Law School – Center on the Legal Profession, 2022.
Visier's Human Truth Podcast, 2022.
The Presidential Precinct, Young African Leaders' Initiative, 2022.
First Solar, 2022.
Clark Construction, 2022.
EMC Insurance, 2022.
Princeton GradFutures Program, Princeton University, 2022.
UVA Lifetime Learning Podcast, 2022.
University of Virginia and UVA Health, Human Resources, 2022.
Money Management Institute, 2021.
Rotterdam School of Management, 2021.
Wharton People Analytics Conference, The Wharton School, 2021.
Network for Executive Women, Rosslyn, VA, 2020.
Graduate Women in Business, Charlottesville, VA, 2020.
CxLoyalty, Glen Allen, VA, 2020.
Charlottesville Women in Tech, Charlottesville, VA, 2020.
Cville Biohub Panel, Charlottesville, VA, 2020.
University of Virginia, Link Lab, 2020.
Capstone Research, Washington, D.C., 2019.
Disrupt HR, Charlottesville, 2019.
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.

CONFERENCES AND SYMPOSIA ORGANIZED

- New Directions in Research on the Psychology of Technology (**Lead Organizer**), 2025.

- Reshaping Workplace Dynamics: How AI Impacts Cognition, Creativity, and Interpersonal Relations. **(Symposium Co-Chair)** *Academy of Management Annual Meeting*, Copenhagen, Denmark (2025).
- New Directions in Research on the Psychology of Technology (**Lead Organizer**), 2019.
- Psychological Perspectives on Leading Organizations: Opportunities and Challenges (**Symposium Chair**), *Academy of Management Annual Meeting*, Anaheim, CA (2016).
- Technology at work: Opportunities and Challenges (**Symposium Co-Chair**), *Academy of Management Annual Meeting*, Vancouver, BC, Canada (2015).

WORKSHOPS AND CONSORTIA

- Penn-GWU Workshop on Consumer Interaction with Smart Technologies (**Invited Participant**), Wharton School, 2020.
- 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).
- Doctoral Consortium (**Selected Participant**), *Society for Industrial and Organizational Psychology*, Anaheim, CA (2016).

PEER-REVIEWED CONFERENCE PRESENTATIONS

*Kim, H., & **Raveendhran, R.** (July, 2025). Generative AI Use Perceptions. Presented at the *Academy of Management Annual Conference,* Copenhagen, Denmark.

*Wang, K., Younge, A., Thomas Hunt, M., & **Raveendhran, R.** (July, 2025). Artificial Intelligence Conversations. Presented at the *Academy of Management Annual Conference,* Copenhagen, Denmark.

*Pai, J., **Raveendhran, R.,** Lisnek, J., Brown-Iannuzzi, J., & Chou, E. (July, 2025). Artificial Intelligence and Hiring. Accepted for presentation at the *Academy of Management Annual Conference,* Copenhagen, Denmark.

Ryu, J., **Raveendhran, R.,** Guarana, C. (August, 2023). Feedback from Artificial Intelligence. Presented at the *Academy of Management Annual Conference,* Boston, MA.

Raveendhran, R., & Kim, T. (October, 2022). Getting AI Help: How AI Assistance Impacts Meaning. Presented at the *Association for Consumer Research Annual Meeting*, Denver, CO.

Jago, A., **Raveendhran, R.,** Fast, N.J. & Gratch, J. (August, 2022). Algorithmic Management Diminishes Anticipated Status. Presented at the *Academy of Management Annual Conference,* Seattle, WA.

Raveendhran, R., & Mayer, K.J. (October, 2020). Managing Knowledge Workers: A Competence-based Framework. Presented at the *Strategic Management Society Annual Conference*, London, UK (virtual).

Raveendhran, R., Jago, A., Fast, N.J., & Gratch, J. (August 2020). Voice Solicitation Through Technology. Presented at the *Academy of Management Annual Conference,* Vancouver, BC (virtual).

Raveendhran, R., Ryu, J., & Guarana, C. (August 2020). I Speak Up to My Tech-Savvy Leader: Technological Savviness and Voice. Presented at the *Academy of Management Annual Conference,* Vancouver, BC (virtual).

Smith, E., **Raveendhran, R.,** Heydarian, A., & Tibbets, Y. (February 2020). Big Brother in the 21st Century: How Privacy Concerns and Social Class Influence Consumer Preferences in the Context of Behavior Tracking. Presented at the *Society for Personality and Social Psychology Annual Conference*, New Orleans, LA.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (October 2019). Virtual (Freedom From) Reality: Evaluation Apprehension and Leaders' Preference for Communicating Through Avatars. Presented at the *APA Technology, Mind, and Society Conference*, Washington DC.

Rich, B., **Raveendhran, R.**, & Mayer, K.J. (October, 2019). Adoption or Acquisition? An Example from the Legal Technology Industry. Presented at the *Strategic Management Society Annual Conference,* Minneapolis, MN.

Xing, Z., & **Raveendhran, R.** (October, 2019). Target Employee Retention in Cross-Border Acquisition: Evidence from Experiments. Presented at the *Strategic Management Society Annual Conference,* Minneapolis, MN.

Raveendhran, R., & Fast, N.J. (August, 2019). Humans Judge, Algorithms Nudge: The Psychology of Behavior Tracking at Work. Presented at the *Academy of Management Annual Conference,* Boston, MA.

Raveendhran, R., & Fast, N.J. (June, 2019). Humans Judge, Algorithms Nudge: The Psychology of Behavior Tracking at Work. *Conference Plenary Paper.* Presented at the *Managerial and Organizational Cognition Conference: Organising, Modelling, and Categorising in the Digital Era*, London, UK.

Raveendhran, R., & Fast, N.J. (May, 2019). Technology, Behavior Tracking, and the Future of Work. Presented at the *Psychology and Cybersecurity Conference*, Washington DC.

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 Virginia, Darden Graduate School of Business
Residential First Year MBA Program
- Negotiations   2019 – Present
- Leadership Core   2019 – 2022

Residential Second Year MBA Program
- Minds and Machines: Flourishing in the Age of AI   2024 – Present
- Creating Value in the Metaverse   2022
   (Invited Guest Instructor)

Executive MBA Program
- Leadership Residency Intensive: Minds and Machines   2024 – Present

- Leadership Residency Module on Human-Technology Collaboration   2018 – 2020

Executive Education Teaching
- Servant Leadership Program   2025 – present
- Navy Federal   2025 – present
- PBS Leadership Development Program   2025 – present
- NALP   2025 – present
- Corporate Aviation   2024 – present
- AARP   2024 – present
- CUES Institute   2024 – present
- Capital One, ELDP   2024 – present
- Money Management Institute   2024
- NAMIC   2023 – present
- Partnership for Leaders in Education   2023
- Allan Myers   2022 – present
- IFDA   2022 – present
- Leading Virtual Teams   2020
- Capital One, TLDP   2018 – 2020

Other Programs
- HWZ International Management Program   2022 – Present
- UVA PhD Plus   2020 – Present

Mentoring/Advising
MBA Students at Darden Graduate School of Business (Independent Studies)
- Jessica Kim-Schmid – Danaher
- Jiyoun Kim – Kellogg School of Management (PhD)
- Elizabeth Motley – Bain & Company
- Agnes (Reddin) Woltz – McKinsey & Company

University of Southern California, Marshall School of Business
- Organizational Behavior and Leadership – Undergraduate core course   Summer 2015
  - 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

- OB MBA Core, Teaching Assistant for Scott Wiltermuth   Fall 2015
- Leading Organizations, Teaching Assistant for Nathanael Fast   Spring 2015
- The Art and Science of Decision Making, Guest Instructor   Spring 2014

University of Texas at Arlington, Department of Psychology
- Supplemental Instructor, Psychology Research Design and Statistics   2010 – 2011

PROFESSIONAL SERVICE

Ad-hoc Reviewing
- Academy of Management Review
- Organizational Behavior and Human Decision Processes
- Management Science
- Organization Science
- Journal of Experimental Psychology: General
- Personality and Social Psychology Bulletin
- Academy of Management Discoveries
- Technology, Mind, and Behavior
- National Science Foundation
- California Management Review

Professional Organizations
- Psychology of Technology Institute, Executive Committee Member   2018 – present
- California Management Review, Invited Member   2019 – present

University of Virginia Service
- Darden Leadership Communication Area Search Committee   2025
- Leadership and Organizational Behavior Area Research Seminar Series Co-organizer   2023 – present
- Leadership and Organizational Behavior Area Post-doctoral Researcher Search Committee   2023
- Leadership and Organizational Behavior Area Faculty Search Committee   2022
- Women@Darden 2.0 Steering Committee   2020 – 2022
- Darden AI Initiative Steering Committee   2020 – present
- Faculty Advisor, Darden Graduate Women in Business Club   2020 – 2022
- Ph.D. Mentor, Convergent Behavioral Science Initiative   2018 – 2020

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

MEDIA COVERAGE

My research has been featured in: The New York Times, The Wall Street Journal, The Financial Times, CNN, Fortune, Business Insider, Forbes, Virginia Public Radio, UVA Today, WNCU Public Radio.