

# ROSHNI RAVEENDHRAN

Darden Graduate School of Business  
University of Virginia, Charlottesville, VA 22903  
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## ACADEMIC APPOINTMENTS

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### University of Virginia: Darden School of Business

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|----------------------------------------------------------------------|-----------------------|
| Academic Co-Director, LaCross Institute for Ethical AI in Business   | <b>2026 - present</b> |
| Faculty Fellow, Batten Institute for Innovation and Entrepreneurship | <b>2020 - present</b> |
| Assistant Professor of Business Administration                       | <b>2018 - present</b> |

### *Personal Circumstances*

|                                               |                    |
|-----------------------------------------------|--------------------|
| <i>Maternity leave (Tenure clock stopped)</i> | <i>2021 - 2022</i> |
| <i>Maternity leave (Tenure clock stopped)</i> | <i>2023 - 2024</i> |

## EDUCATION

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|-----------------------------------------------------------------------|-------------|
| <b>University of Southern California, Marshall School of Business</b> | <b>2018</b> |
| <i>Ph.D. in Business Administration (Management and Organization)</i> |             |

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|-----------------------------------------|-------------|
| <b>University of Texas at Arlington</b> | <b>2011</b> |
| <i>B.A. (Honors) in Psychology</i>      |             |
| <i>Summa cum laude</i>                  |             |

## RESEARCH INTERESTS

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

## AWARDS AND HONORS

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### Research Grants

- National Science Foundation Future of Work at the Human-Technology Frontier Grant – \$780,000 (with Arsalan Heydarian and Bradford Campbell), 2023 – 2027.
- UVA Darden LaCross Institute Fellowship in 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.
- Recognized among Most Cited Articles in Organizational Behavior and Human Decision Processes published since January 2021
- 2020 Outstanding Practitioner-Oriented Publication in Organizational Behavior, Academy of Management OB Division (Awarded to the publication with the most significant contribution to the practice of management in Organizational Behavior), 2020.
- Finalist, Best Paper Award, Strategic Management Society – Berkeley, 2020.
- Finalist, INFORMS Best Dissertation 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), 2020, 2021, 2022, 2023, 2024, 2025.
- Frederick S. Morton Leadership Award (an annual honor recognizing the Darden faculty member who has most fostered students' development as leaders), 2020, 2021.
- World's 40 Best Business School Professors Under the Age of 40, *Poets and Quants*, 2021.
- Winner, Darden Faculty Diversity Award (Student nominated), 2021.
- Finalist, Darden Faculty Diversity Award (Student nominated), 2020, 2023.
- Finalist, Darden Outstanding Faculty Award (Student nominated), 2021.
- USC Award for Excellence in Teaching, Management and Organizations (university-wide honor), 2016.
- USC Marshall PhD Teaching Award (recognizes top two PhD student instructors at the Marshall School of Business), 2016.

### REFEREED PUBLICATIONS

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<sup>+</sup>Indicates equal authorship

<sup>\*</sup>Indicates collaborator was a graduate student/post-doc when work was started.

Perrigino, M., **Raveendhran, R.** & Ryu, J.W. Constant Connectivity. *Conditionally Accepted at Journal of Management Studies*.

**Raveendhran, R.,** & Foulk, T. (Forthcoming). Judged by Humans, Comforted by Machines: How Psychological Expectations Shape Experiences and Perceptions of AI Support. *Journal of Personality and Social Psychology*.

**Raveendhran, R.,** Jago, A., Fast, N.J. & Gratch, J. Delegating (or not) to machines: How role expectations shape leaders' willingness to use AI for communication. (Forthcoming). *Computers in Human Behavior (Impact Factor: 12.2)*.

Perrigino, M., Granqvist, N., **Raveendhran, R.** & Wu, L. (2026). How Can Firms Enhance Perceptions of Return-to-Office When Restricting Autonomy Over Where Work Occurs?. *Human Resource Management*.

<sup>+</sup>Perrigino, M. & <sup>+</sup>**Raveendhran, R.** [<sup>+</sup>Equal authors]. (2025). 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.**, & <sup>\*</sup>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*.

**Raveendhran, R.**, Kim, T., & <sup>\*</sup>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*.

- *Recognized as one of the most cited articles in Organizational Behavior and Human Decision Processes published since January 2021*
- *Finalist, INFORMS Best Dissertation Competition, 2017*
- *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: 12.2)*.

- *Selected media mentions: Fortune, Business Insider, Forbes India, WIRED*

## MANUSCRIPTS UNDER REVIEW

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<sup>+</sup>Indicates equal authorship

<sup>\*</sup>Indicates collaborator was a graduate student/post-doc when work was started

Full paper titles masked for peer review

<sup>+</sup>Pai, J., <sup>+</sup>**Raveendhran, R.**, Chou, E., Brown-Iannuzzi, J., & Lisnek, J. Artificial Intelligence and Hiring. *Under 3<sup>rd</sup> Round Review at Nature Communications*.

**Raveendhran, R.,** \*Ryu, J., Perrigino, M., & Guarana, C. Technological Savviness. *In preparation for 3<sup>rd</sup> Round Review at Human Resource Management.*

Rosengren, W., Guarana, C., Dennis, A., Kim, A., **Raveendhran, R.,** & Foulk, T. Artificial Intelligence and Workplace Outcomes. *Under 2<sup>nd</sup> Round Review at Journal of Management Information Systems.*

\*Ryu, J., **Raveendhran, R.,** & Guarana, C. Artificial Intelligence and Feedback. *Under 1<sup>st</sup> Round Review at Journal of Experimental Social Psychology.*

\*Ryu, J., <sup>+</sup>**Raveendhran, R.,** & <sup>+</sup>Kim, T. Digital Messaging. *Under 1<sup>st</sup> Round Review at Management Science.*

## WORKING PAPERS AND SELECT RESEARCH IN PROGRESS

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<sup>+</sup>Indicates equal authorship

\*Indicates collaborator was a graduate student/post-doc when work was started

Full paper titles masked for peer review

<sup>+</sup>**Raveendhran, R.,** <sup>+</sup>Karunakaran, A., <sup>+</sup>Kim, T. Artificial Intelligence and Workforce Skill Development. *Working Paper.*

- Winner of the Cheryl and Gerald Tellis Best Junior Faculty Paper Award, 2025.

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

\*Wang, K., Younge, A., **Raveendhran, R.,** & Thomas-Hunt, M. Artificial Intelligence Conversations. *Manuscript in preparation.*

\*Kim, H., & **Raveendhran, R.** Generative AI Use Perceptions. *Manuscript in preparation.*

\*Kim, H., Converse, B., & **Raveendhran, R.** AI Use and Coworker Perceptions. *Data collection in progress.*

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

## PRACTITIONER-ORIENTED PUBLICATIONS AND CHAPTERS

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Perrigino, M., Granqvist, N., **Raveendhran, R.** & Wu, L. (2026). How to Attract Employees Back to the Office. *The European Business Review.*

Porter, D., Ogbuchiekwe, N., **Raveendhran, R.,** \*Kim-Schmid, J., & Winn, B. (2024). Embracing the GenAI Revolution: A Strategic Blueprint for HR Leaders. *People + Strategy Journal.*

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

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's 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.

## CASES AND TEACHING MATERIALS

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### *AI in Healthcare (Case and Teaching Note)*

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

### *AI for Employee Engagement (Case and Teaching Note)*

- **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*.

### *AI for Well-being (Case and Teaching Note)*

- **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*.

### *Leadership and Psychological Safety (A Case, B Case, C Case, and Teaching Note)*

- **Raveendhran, R.** & Kurt, D. (2019). Matteo Hill at Drawn Inc (A). *UVA-OB-1293*.
- **Raveendhran, R.**, Belmi, P. & Klopfenstein, A. Matteo Hill at Drawn Inc (B). (2024). *UVA-OB-1459*.
- **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. Teaching Note (2024). *UVA-OB-1293TN*.

***Developing Skills in the Age of AI (Case and Teaching Note)***

- **Raveendhran, R.** (2022). Developing the Workforce of the Future. *UVA-OB-1391*.
- **Raveendhran, R.** & Klopfenstein, A. (2026). Developing the Workforce of the Future. *UVA-OB-1391TN*.

***AI in Performance Tracking (Case and Teaching Note)***

- **Raveendhran, R.** (2022). Transparency in Performance Management. *UVA-OB-1390*.
- **Raveendhran, R.** & Klopfenstein, A. (2026). Transparency in Performance Management. *UVA-OB-1390TN*.

**INVITED TALKS**

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*Research Talks*

- Georgetown University, 2027 (scheduled)
- UVA McIntire School of Commerce, 2026
- Princeton University, GradFutures Program, 2025.
- UVA Behavioral Science Conference, 2025
- UVA Darden AI Intelligence Initiative, 2023.
- UVA Grand Challenges, Smart Communities and Spaces, 2023.
- Harvard Law School, Center on the Legal Profession, 2022.
- Erasmus University, Rotterdam School of Management, 2021.
- The Wharton School, Wharton People Analytics Conference, 2021.
- University of Virginia, Link Lab, 2020.
- Capstone Research, Washington, D.C., 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.

*Practitioner Talks*

- Reserve Bank of New York, 2026 (Scheduled).
- UVA Health Leadership Institute, 2025.
- Leading Women Executives, 2024.
- Financial Times, 2024.
- Measure of Everyday Life Radio Podcast, 2023.
- National Association for Multi-ethnicity in Communication, 2023.
- WillowTree, 2023.
- Upwork, 2023.
- Good Disruption Podcast, 2023.
- Starling Compendium, 2023.

- Federal Reserve Bank of New York, 2022.
- Visier's Human Truth Podcast, 2022.
- The Presidential Precinct, Young African Leaders' Initiative, 2022.
- First Solar, 2022.
- Clark Construction, 2022.
- EMC Insurance, 2022.
- UVA Lifetime Learning Podcast, 2022.
- University of Virginia and UVA Health, Human Resources, 2022.
- Money Management Institute, 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.
- Disrupt HR, Charlottesville, 2019.

## CONFERENCES AND SYMPOSIA ORGANIZED

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- New Directions in Research on the Psychology of Technology (**Conference 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 (**Conference 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).

## INVITED WORKSHOPS AND CONSORTIA

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- Triennial Invitational Choice Symposium (**Invited Participant**), Vail, CO, 2026.
- 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

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Pai, J., **Raveendhran, R.**, Lisnek, J., Brown-Iannuzzi, J., & Chou, E. (July, 2026). Artificial Intelligence and Hiring. *International Association of Conflict Management Annual Conference*, Vienna, Austria.

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

Wang, K., Younge, A., Thomas Hunt, M., & **Raveendhran, R.** (July, 2025). Artificial Intelligence Conversations. *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. (May, 2025). Feedback from Artificial Intelligence. *Positive Organizational Scholarship Research Conference*, Ann Arbor, MI.

Wang, K., Younge, A., **Raveendhran, R.** & Thomas Hunt, M. (May, 2025). Artificial Intelligence Conversations. *Positive Organizational Scholarship Research Conference*, Ann Arbor, MI.

Ryu, J., **Raveendhran, R.**, Kim, T. (March, 2024). Digital Messaging. *Digitalization of Work and Life Conference*, West Lafayette, IN.

Ryu, J., **Raveendhran, R.**, Kim, T. (March, 2024). Digital Messaging. *Western Academy of Management Conference*, Long Beach, CA.

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

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

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

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

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

**Raveendhran, R.**, Jago, A., Fast, N.J., & Gratch, J. (August 2020). Voice Solicitation Through Technology. *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. *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. *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. *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. *Strategic Management Society Annual Conference*, Minneapolis, MN.

Xing, Z., & **Raveendhran, R.** (October, 2019). Target Employee Retention in Cross-Border Acquisition: Evidence from Experiments. *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. *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. 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. *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. *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. *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. *New Directions in Research on the Psychology of Technology Conference*, Berkeley, CA.

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

**Raveendhran, R., & Mayer, K.J.** (April, 2017). Managing Knowledge Workers: A Competence-based Framework. *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. *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. *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. *Western Academy of Management Conference*, Palm Springs, CA.

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

**Raveendhran, R., Xing, Z., Mayer, K.J.** (November, 2016). Understanding Contracting Behavior: The Role of Power. *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. *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. *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. *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. *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. *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. *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. *Academy of Management Annual Meeting*, Vancouver, BC, Canada.

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

**Raveendhran, R.,** & Wakslak, C.J. (August, 2014). Micromanagement and Leadership Perceptions. *Academy of Management Annual Meeting*, Philadelphia, PA.

## TEACHING EXPERIENCE

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

#### *Residential MBA Program*

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|--------------------------------------------------------------|----------------|
| • Negotiations                                               | 2019 – Present |
| • Leadership and Organizational Behavior Core                | 2019 – 2022    |
| • Minds and Machines: Flourishing in the Age of AI           | 2024 – Present |
| • Creating Value in the Metaverse (Invited Guest Instructor) | 2022           |

#### *Executive MBA Program*

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|-----------------------------------------------------------------|----------------|
| • Leadership Residency Intensive: Minds and Machines            | 2024 – Present |
| • Leadership Residency Module on Human-Technology Collaboration | 2018 – 2020    |

#### *Executive Education & Other Programs*

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|--------------------------------------|----------------|
| • ESOP Program                       | 2025 – present |
| • Servant Leadership Program         | 2025 – present |
| • Navy Federal Credit Union          | 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
- HWZ International Management Program 2022 – Present
- UVA PhD Plus 2020 – 2025

#### *Mentoring/Advising*

- Jessica Kim-Schmid – Danaher
- Jiyoung Kim – Kellogg School of Management (PhD)
- Alan Fischer – Perc Coffee
- 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
  - USC Marshall PhD Teaching Award
- OB MBA Core, Teaching Assistant for Scott Wiltermuth Fall 2015
- Leading Organizations, Teaching Assistant for Nathanael Fast Spring 2015

#### **University of Texas at Arlington, Department of Psychology**

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

#### **PROFESSIONAL SERVICE**

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**Editorial Review Board Member:** *Organizational Behavior and Human Decision Processes* 2026 – Present

**Ad-hoc Reviewer:** *National Science Foundation, 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, California Management Review*

**Professional Organizations:** Advisor, *Psychology of Technology Institute*

#### **University of Virginia Service**

- Darden Leadership Communication Area Search Committee 2025 – 2026

- Darden Leadership Communication Area Search Committee 2024 – 2025
- Co-organizer, Promoting Excellence in Experimental Research Lab 2024 – present
- Co-organizer, LOB Area Research Seminar Series 2023 – present
- LOB Area Post-doctoral Researcher Search Committee 2023
- LOB Area Faculty Search Committee 2022
- Women@Darden 2.0 Steering Committee 2020 – 2022
- Darden AI Initiative Steering Committee 2020
- 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 and Co-Organizer, Marshall Panels on Women's Experiences in Research 2014 – 2018
- Co-Organizer, Management and Organization PhD Student Seminars 2015 – 2016
- Co-Organizer, PhD Elective Course on Professional Development 2016 – 2017

**MEDIA COVERAGE**

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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*.