

AYANA YOUNGE

Curriculum Vitae

youngae@darden.virginia.edu
323-296-9156

ACADEMIC POSITIONS

- 2022 - present **University of Virginia, Darden Graduate School of Business**
Assistant Professor of Business Administration
- 2020 - 2022 **University of North Carolina at Chapel Hill, Kenan-Flagler Business School**
Postdoctoral Research Associate, Organizational Behavior
Behavioral Lab Manager

EDUCATION

- 2015 - 2020 **University of North Carolina at Chapel Hill, Kenan-Flagler Business School**
Ph.D., Organizational Behavior
M.S., Management
- 2012 - 2014 **California State University, Los Angeles**
M.A., Social Psychology
- 2009 - 2012 **California State University, Los Angeles**
B.A., Psychology, *with honors*
B.A., Communications, *with honors*
Minor in Mathematics

RESEARCH INTERESTS

Emotions (Gratitude); Social Hierarchy (Power & Status); Interpersonal Processes

PUBLICATIONS AND MANUSCRIPTS UNDER REVIEW

1. Algoe, S., Dwyer, P., **Younge, A.**, & Oveis, C. (2019). A new perspective on the social functions of emotions: Gratitude and the witnessing effect. *Journal of Personality and Social Psychology*.
**Top 10 Insights List in the "Science of a Meaningful Life" 2020, Greater Good Science Center*
2. **Younge, A.**, Melwani, S., & Algoe, S. How power and perspective influence the authentic perceptions of gratitude in organizations, *under review at Organizational Behavior and Human Decision Processes*.

3. Boncoeur, O. D., **Younge, A.**, & Gabriel, A. To express or suppress? How a climate of authenticity shapes the affective and behavioral consequences of loneliness at work, *under review at Organizational Behavior and Human Decision Processes*.
4. Edwards, J. & **Younge, A.** Arbitrary metrics in leadership research, *proposal accepted at Leadership Quarterly*.

SELECTED RESEARCH IN PROGRESS (in order of journal submission proximity)

Working papers

1. Edwards, J., **Younge, A.**, & Cook, E. L. Arbitrary metrics in organizational behavior research. (target journal: *Journal of Applied Psychology*)
2. **Younge, A.**, Yap, A., Vacharkulksemsuk, T., Reit, E., Willard, G., Kim, H. & Carney, D. Power offers resilience to social exclusion in small, medium, and large groups (target journal: *Journal of Experimental Social Psychology*)
3. Melwani, S. & **Younge, A.** Friends for a season: The emotional and performance effects of relationship dissolution at work. (target journal: *Journal of Applied Psychology*)
4. Algoe, S., Jolink, T., **Younge, A.**, Oveis, C., & Way, B. Positive interpersonal processes and stress. (target journal undecided)
5. Melwani, S. & **Younge, A.** Emotional contagion: Catching emotions in open-plan offices. (target journal: *Psychological Science*)

Data collection and study design

6. **Younge, A.**, Tiedens, L., Fragale, A., & Fink, J. Dynamic complementarity.
7. **Younge, A.**, Sezer, O., & Steinmetz, J. Recommendation letters.
8. Creary, S. & **Younge, A.** Minority Support in Organizations
9. Fragale, A., Sumanth, J., & **Younge, A.** The status preserving function of lateral deference: How assertiveness toward peers results in status loss.

Model development

10. **Younge, A.**, Belinda, C., & Christian, M. A Model of Belonging and Appreciation at Work.
11. **Younge, A.** A Theoretical Framework of the Perceived Authenticity of Emotion Expression (target journal: *Academy of Management Review*)
12. **Younge, A.**, Jolink, T., & Algoe, S. Gratitude and health behavior: Implications for the workplace.

CONFERENCE PRESENTATIONS (*presented by a co-author)

Chaired and Organized Symposia

Younge, A., Preston, M., & Maxie, J. (2019). Integrate, initiate, innovate! Bridging the gap in diversity and inclusion field research. Chair of Professional Development Workshop at the 79th Academy of Management in Boston, MA. August 9-13.

*Sharma, P., **Younge, A.**, & Rogers, K. (2018). Protecting the unprotected: A qualitative study of workplace mistreatment in hip-hop videos. In P. Sharma & A. Younge (Co-Chairs), Positive Perspectives on Mistreatment, Revenge, and Competition. Symposium presentation at the 78th Academy of Management, Chicago, IL. August 10-14.

*Melwani, S., & **Younge, A.** (2017). Primitive emotional contagion: Catching emotions in open-plan offices. Co-chair of symposium on Emotional Contagion. Paper presented at the 77th Academy of Management in Atlanta, GA. August 4-8.

Presentations

Younge, A. (2021). Grateful or Slimy? How power and perspective influence the perception of authentic gratitude. Paper presented at the 81st Academy of Management. July 30-August 3. Presented virtually.

Younge, A. (2019). Grateful or Slimy? The witness-recipient difference in perceptions of authentic gratitude expressions. Paper presented at the Positive Organizational Scholarship Conference in Ann Arbor, MI. June 4-6.

*Edwards, J. R., **Younge, A.**, & Long, E. C. (2018). Arbitrary metrics in organizational behavior. Paper presented at the 78th Academy of Management, Chicago, IL. August 10-14.

Younge, A., Fragale, A., & Fink, J. (2018). Dynamic complementarity. Symposium presentation at the 78th Academy of Management, Chicago, IL. August 10-14.

*Algoe, S., Dwyer, P., **Younge, A.**, & Oveis, C. (2018). A new perspective on the social functions of emotions: Gratitude and the witnessing effect. Paper presented at the Society for Personality and Social Psychology in Atlanta, GA. March 1-3.

Algoe, S., Dwyer, P., **Younge, A.**, & *Oveis, C. (2018). A new perspective on the social functions of emotions: Gratitude and the witnessing effect. Paper presented at the Emerging Insights from the Science of Gratitude Conference in Chapel Hill, NC. January 18-19.

Younge, A. & Melwani, S. (2017). Friends for a season: The emotional and performance effects of relationship dissolution at work. Paper presented at the 77th Academy of Management in Atlanta, GA. August 4-8.

Younge, A., Fragale, A., Sumanth, J. (2016). The Status Preserving Function of Lateral Deference: How Assertiveness Toward Peers Results in Status Loss. Paper presented in a symposium at the 76th Academy of Management in Anaheim, CA. August 5-9.

Younge, A. & Riggio, H. (2014). The unattractive spinster & the boring married man: Effects of target sex and marital status on impressions- Study 1. Talk given at the MORE Programs Biomedical Research Seminars. Los Angeles, CA. April 18.

Posters

Younge, A. (2020) Grateful or slimy? The witness-recipient difference in perceptions of authentic gratitude and the influence of social hierarchy. Poster presented at the Society for Personality and Social Psychology in New Orleans, LA. February 27-29.

Younge, A., & Melwani, S. (2019). Friends for a season: The influence of friendship dissolution of affective and work outcomes. Poster presented at the Emotion Preconference at the Society for Personality and Social Psychology in Portland, OR. February 7-9.

Younge, A. & Melwani, S. (2018). Catching emotions: The affect of ambient emotional contagion. Poster presented at the Positive Emotions Pre-conference at the 3rd Society for Affective Science Conference, in Los Angeles, CA. April 26-28.

Best Student Poster Award at the Emotions Pre-conference

Younge, A., Edwards, J. R., & Long, E. C. (2018). Arbitrary metrics in industrial and organizational psychology research. Poster presented at the 33rd Conference for the Society for Industrial and Organizational Psychology in Chicago, IL. April 19-21.

Younge, A., Fragale, A., Sumanth, J. (2017). The Status Preserving Function of Lateral Deference. Poster presented at the Society for Personality and Social Psychology in Austin, TX. January 23-25.

*Basanez, T., **Younge, A., & Crano, W.** (2015). Haptics and information processing fluency in Latino and White samples. Poster presented at the Western Psychological Association in Las Vegas, NV. April 30-May 3.

Riggio, H., Bailey, J., **Younge, A., Zepeda, Y., & Jessica, R.** (2014). Self-Efficacy in romantic relationships: Mediator between attachment style and relationship outcomes. Poster presented at the American Psychological Sciences Conference in San Francisco, CA. May 22-25.

Younge, A. & Riggio, H. (2014). The unattractive spinster & the boring married man: Effects of target sex and marital status on impressions- Study 1. Poster presented at the Western Psychological Association in Portland, OR. April 24-27.

Younge, A., Uhalt, J., & Riggio, H. (2014). Judgments of parenting abilities: Links with marital and child adoption status- Study 1. Poster presented at the Western Psychological Association in Portland, OR. April 24-27.

Younge, A. & Riggio, H. (2014). The unattractive spinster & boring married man: Target gender and marital status effects on impression formation. Poster presented at the Student Research Symposium in Los Angeles, CA. February 26.

*Romo-Silva, V., **Younge, A., & Riggio, H.** (2013). Perceptions of relationship conflict: Links with parental marital conflict and divorce. Poster presented at the Western Psychological Association in Reno, Nevada. April 25-28.

Younge, A. (2013). Redefining the beliefs of marriage: Perceptions of target people based on their marital status. Poster presented at the MORE student poster session at California State University, Los Angeles. March 1.

Romo-Silva, V., **Younge, A., & Riggio, H.** (2013). Perceptions of relationship conflict: Links with parental marital conflict and divorce. Poster presented at the Student Research Symposium at California State University, Los Angeles. February 2.

TEACHING

University of North Carolina, Chapel Hill

Instructor

Leading & Managing (core) / Undergraduate, Fall 2017, 2021, 2022

Teaching Assistant

Leading & Managing (core) / OneMBA, Evening EMBA, Weekend EMBA, Fall 2015 – Fall 2021

Co-lead facilitator for team building sessions

Global Leadership (elective) / MBA, Spring 2018

Principles of Leadership (core) / MAC, Spring 2016, Spring 2017

Groups & Teams (elective) / MBA, Spring 2016

Groups & Teams (elective) / Undergraduate, Fall 2016

California State University, Los Angeles

Graduate Student Assistant, Introduction to Psychology (core) / Undergraduate, Fall 2013

Mathematics Tutor, Athletics Dept., 2010 – 2012

HONORS, AWARDS & GRANTS

University of North Carolina, Chapel Hill

Diversity Student Travel Award to SPSP Conference, 2020

M. Wayne DeLozier Fellowship Award, 2018

"Recognizing contributions beyond expectations to the PhD Program, Kenan-Flagler, UNC, the profession, or one's community"

Best Poster Award, Positive Emotions Pre-conference at the Society for Affective Science Conference, 2018

California State University, Los Angeles

NIH MBRS RISE Program, 2012-2014; through grant GM061331 \$22,000.00 + Tuition

Sally Casanova Pre-Doctoral Fellowship, 2013-2014; \$3,000 + Summer Internship (UC Berkeley)

Special Recognition in Graduate Studies, 2014

Honors Convocation Scholarship, 2014

RSCA Graduate Research Award, 2013

William Hobson & Evelyn Trou Scholarship, 2013

Howard P. Holloday Memorial Scholarship, 2012

Dorothy L. Hunter Scholarship, 2012

Academic Excellence Award, 2012

Division II Athletic Directors Association Academic Achievement Award, 2011

Hal Charnofsky Memorial Award, 2011

James R. Galbraith Speech Scholarship, 2010

SERVICE TO DISCIPLINE

Ad-hoc reviewing

Reviewer for the *Journal of Personality & Social Psychology*, October 2020

The Scientific Program of the 6th World Congress in Positive Psychology, November 2018
 The *British Journal of Social Psychology*, August, 2015

Conference peer reviewing

Reviewer for the Academy of Management (OB & MOC divisions), January 2018 – present
 Student Poster Judge at SPSP, Long Beach, CA, January, 2015

Leadership

Management Faculty of Color Association, August 2020 – present
 KPMG PhD Project, Management Doctoral Student Association
 Planning Committee, August 2020- 2021
 President, August 2019 – 2020
 Sessions Committee Co-chair, August 2018 – August 2019
 Service Committee Chair, August 2018 – August 2019
 Sessions, Membership, & Research Committee Member, August 2016 – August 2018
 Graduate Student Committee Member for the Emerging Insights from the Science of Gratitude Conference, January, 2018
Helped organize a public event and one day research conference at the University of North Carolina, Chapel Hill

Workshops and conferences

NAF FRL- Getting College Ready with the PhD Project Professors. Panelist. Presented virtually. June, July 2021
 HBS BIG Ideas Graduate Student Workshop; Harvard University, August 2016
 Opening Doors Diversity Workshop; Greensboro, NC, June 2016
 Diversity Forum, St. Mary's College; Moraga, CA, 2013
 Diversity Recruitment, University of Michigan; Ann Arbor, MI, 2013
 NCAA Leadership Conference; Dallas, TX, 2012

SERVICE TO UNIVERSITY

Prospective PhD Application Review Committee, February 2020, 2021
 PhD Student Representative, Kenan-Flagler Time Capsule Event, December 2019
 Doctoral Student Recruiting at PhD Project Conference, November 2019
 President, Kenan-Flagler Business School PhD Student Program, May 2017 – present
 Prospective PhD Student Visiting Weekend Planning Committee, Spring 2016 – Spring 2019
 Brown Bag Coordinator, Organizational Behavior Department, Spring 2016 – Spring 2019

RELATED EXPERIENCE

University of North Carolina, Chapel Hill

Behavioral Lab Manager, August 2019 – present
 Kenan-Flagler Business School
 Lab Director: Matt Pearsall

Emotions & Social Interactions in Relationship (EASIR) Lab Member, August 2015 – present
 Department of Psychology and Neuroscience
 Lab Director: Sara Algoe

University of California at Berkeley

Social & Nonverbal Behavior Lab Researcher, June 2014 – July 2015

Haas School of Business

Advisor: Professor Dana Carney

Relationships & Social Cognition Lab Research Assistant, July 2014 – May 2015

Social Psychology Department

Principal Investigators: Professors Rudy Mendoza-Denton & Ozlem Ayduk

California State University, Los Angeles

Social Psychology Lab Graduate Student Researcher, Sept 2012 – June 2014

Advisor: Professor Heidi Riggio

Graduate Studies Department Thesis Reviewer, 2013 – 2014

CERTIFICATIONS

Facial Action Coding System

PROFESSIONAL AFFILIATIONS

Management Faculty of Color Association, 2020 – present

Society for Affective Science, 2018 – 2019

Society for Industrial Psychology, 2018 – 2019

PhD Project, Management Doctoral Student Association Member, 2016 – 2020

Academy of Management, 2015 – present

Society for Personality and Social Psychology, 2014 – present

American Psychological Sciences, 2012 – 2014

Western Psychological Association, 2012 – 2014

Association of Applied Sport Psychology, 2014

PsiChi Member, 2012 – 2014

Phi Kappa Phi Member, 2010 – 2014

Golden Key International Honour Society, 2009 – 2014