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ACADEMIC APPOINTMENTS

- 2014 - present **DARDEN SCHOOL OF BUSINESS**
UNIVERSITY OF VIRGINIA, Charlottesville, Virginia
Associate Professor, Leadership and Organizational Behavior Area
Academic Director, Behavioral Research at Darden ([BRAD Lab](#))
Co-Founder/Co-Director, [Behavioral Science for Sustainable Systems Program](#)
- 2007 - 2014 **FOSTER SCHOOL OF BUSINESS**
UNIVERSITY OF WASHINGTON, Seattle, Washington
Assistant Professor, Department of Management and Organization

EDUCATION

- 2007 **FUQUA SCHOOL OF BUSINESS**
DUKE UNIVERSITY, Durham, North Carolina
Ph.D. in Business Administration
- 2001 **RICE UNIVERSITY**, Houston, Texas
B.A. in Psychology – *Magna cum laude* and Honors in Psychology

RESEARCH INTERESTS

Stewardship, leadership, ethics, intergenerational behavior, and workforce diversity

REFEREED PUBLICATIONS

- Noval, L. & Hernandez, M. (2017). The unwitting accomplice: How organizations enable motivated reasoning and self-serving behavior. *Journal of Business Ethics*. In press.
- Guarana, C. L., Li, J., & Hernandez, M. (2017). Examining the effects of leader-follower gender match on managerial response to voice. *Journal of Experimental Social Psychology*, 72, 147-160.
- Hernandez, M. & Guarana, C. L. (2016). An examination of the temporal intricacies of job engagement. *Journal of Management*. doi:10.1177/0149206315622573. In press.
- Guarana, C. L. & Hernandez, M. (2016). Identified ambivalence: When cognitive conflicts can help individuals overcome cognitive traps. *Journal of Applied Psychology*, 101(7), 1013-1029.

- Hernandez, M., Avery, D. R., Tonidandel, S., Hebl, M. R., Smith, A. N. & McKay, P. F. (2016). The role of proximal social contexts: Assessing stigma-by-association effects on leader appraisals. *Journal of Applied Psychology, 101*(1), 68-85.
- Guarana, C. L. & Hernandez, M. (2015). Building sense out of situational complexity: The role of ambivalence in creating functional leadership processes. *Organizational Psychology Review, 5*(1), 50-73.
- Liu, D., Hernandez, M., & Wang, L. (2014). The role of leadership and trust in creating structural patterns of procedural justice: A social network investigation. *Personnel Psychology, 67*(4), 801–845.
- Hernandez, M., Long, C. P. & Sitkin, S. B. (2014). Cultivating follower trust: Are all leader behaviors equally influential? *Organization Studies, 35*, 1867-1892.
- Eberly, M. B., Johnson, M. D., Hernandez, M. & Avolio, B. J. (2013). An integrative process model of leadership: Examining loci, mechanisms and event cycles. *American Psychologist, 68*(6), 427-443.
- Avery, D. R., Volpone, S. D., Stewart, R. W., Luksyte, A., Hernandez, M., McKay, P. F., & Hebl, M. R. (2013) Examining the draw of diversity: How diversity climate perceptions affect job pursuit intentions. *Human Resource Management, 52*(2), 175-194.
- Hernandez, M. (2012). Toward an understanding of the psychology of stewardship. *Academy of Management Review, 37*(2), 172-193.
- Wade-Benzoni, K. A, Tost, L. P., Hernandez, M. & Larrick, R. P. (2012). It's only a matter of time: Death, legacies, and intergenerational decisions. *Psychological Science, 23*(7), 704-709.
- Hernandez, M., Eberly, M. B., Avolio, B. J. & Johnson, M. D. (2011). The loci and mechanisms of leadership: Exploring a more comprehensive view of leadership theory. *The Leadership Quarterly, 22*, 1165-1185.
- Wade-Benzoni, K.A, Hernandez, M., Medvec, V., & Messick, D. (2008). In fairness to future generations: The role of egocentrism, uncertainty, power, and stewardship in judgments of intergenerational allocations. *Journal of Experimental Social Psychology, 44*, 233-245.
- Hernandez, M. (2008). Promoting stewardship behavior in organizations: A leadership model. *Journal of Business Ethics, 80*(1), 121-128.
- McKay, P. F., Avery, D. R., Tonidandel, S., Morris, M., Hernandez, M., & Hebl, M. R. (2007). Racial differences in employee retention: Are diversity climate perceptions the key? *Personnel Psychology, 60*, 35-62.
- ❖ Finalist/Runner-up for the HR Division Scholarly Achievement Award for 2007
- Avery, D. R., Hernandez, M., & Hebl, M. R. (2004). Who's watching the race? Racial salience in recruitment advertising. *Journal of Applied Social Psychology, 34*(1), 146-161.

PUBLICATIONS IN EDITED VOLUMES OR SPECIAL ISSUES

- Hernandez, M. & Sitkin, S. B. (2012). Who is leading the leader? Follower influence on leader ethicality. In D. De Cremer & A. Tenbrunsel (Eds.), *Behavioral Business Ethics: Shaping an Emerging Field*, 81-102. New York: Rutledge.
- Tost, L. P., Hernandez, M. & Wade-Benzoni, K. A. (2008). Pushing the boundaries: A review and extension of the psychological dynamics of intergenerational conflict in organizational contexts. *Research in Personnel and Human Resources Management*, 27, 93-147.
- Hernandez, M., Chen, Y., & Wade-Benzoni, K. A. (2006). Toward an understanding of psychological distance reduction between generations: A cross-cultural perspective. *Research on Managing Groups and Teams*, 9, 3-20.

INVITED PUBLICATIONS FOR PRACTITIONER AUDIENCE

- Hernandez, M. (2018). [Rationalizing yourself out of a promotion](#). *MIT Sloan Management Review*.
- Hernandez, M. (2017). [Putting an end to leaders' self-serving behavior](#). *MIT Sloan Management Review*.
- Hernandez, M. (2017). [The upside of being a woman among bros](#). *MIT Sloan Management Review*.
- Baker, S. & Hernandez, M. (2017). Communicating with stakeholders when bad news is uncertain. *International Journal of Public Leadership*, 13(2), 85-97.
- Hernandez, M. & Avery, D. R. (2016). [Getting the short end of the stick: Racial bias in salary negotiations](#). *MIT Sloan Management Review*.
- Hernandez, M., Noval, L., & Wade-Benzoni, K. A. (2015). How leaders can create intergenerational systems to promote organizational sustainability. *Organizational Dynamics*, 44(2), 104–111.

RESEARCH UNDER REVIEW

- Gordon, B., Hernandez, M., Johnson, E., Klotz, L. (corresponding author), Shealy, T., & Weber, E.*
Topic: Convergence of psychology and design for sustainability. *authors listed alphabetically.
- Guarana, C. L. & Hernandez, M. Topic: Identified ambivalence and ethical decision-making.
- Hernandez, M., Avery, D. R., Volpone, S. & Kaiser, C. R. Topic: Race and salary negotiations.
- Hernandez, M., Baker, S. Hess, M., & Harris, J. Topic: Organizational resilience.
- Hernandez, M. & Guarana, C. L. Topic: Attentional focus, creativity, and job engagement.
- Hernandez, M., Guarana, C. L., & Halgin, D. Topic: Stewardship and performance.
- Khattab J., van Knippenberg, D., Nederveen Pieterse A., & Hernandez, M. Topic: Network utilization and leadership advancement.

WORKING PAPERS

Baker, S. & Hernandez, M. Topic: Leader overconfidence and learning.

Hernandez, M., Bruno, E., Noval, L., & Wade-Benzoni, K. Topic: Emotions in intergenerational decision making.

Khattab, J. & Hernandez, M. Topic: Leader derailment.

Khattab, J., Hernandez, M., Shemla, M., & van Knippenberg, D. Topic: Job crafting, gender and leadership.

McCluney, C. & Hernandez, M. Topic: Marginalization and power.

Trzebiatowski, T., Hernandez, M., & McCluney, C. Topic: Board of directors, gender and leadership influence.

RESEARCH IN PROGRESS

Baker, S., Hernandez, M., & Oishi, S. Topic: Executive nomads.

Hernandez, M., Johnson, H., & Wicks, A. Topic: Religious identity in organizations.

Koval, C. Z., Hernandez, M., Guarana, C. L. & Shea, C. Topic: Accented speech in team contexts.

McCluney, C., Hernandez, M. & Powell, E. Topic: Mindfulness.

McCluney, C., Haizlip, J. A., & Hernandez, M. Topic: Mattering.

CONFERENCE PRESENTATIONS

Khattab, J. & Hernandez, M. (2018). The unintended consequences of job crafting. Paper to be presented at Breaking Bias: Leadership Excellence and Gender in Organizations Conference, Purdue University Krannert School of Management.

Baker, S., Hernandez, M., & Parmar, B. (2017). The effect of leader overestimation on team outcomes. Paper presented at the Academy of Management Conference.

Hernandez, M. (2017). Business strategies and climate change: An intergenerational perspective. Symposium panelist, Academy of Management Conference.

Hernandez, M. (2017). Interprofessional collaboration in a healthcare and academic environment. Fourth Annual Symposium for Advocates for Women in Science and Medicine. Conference Panelist, UVA School of Medicine.

Baker, S. & Hernandez, M. (2016). Communicating with stakeholders when bad news is uncertain. Paper presented at the Academy of Management Conference.

Hernandez, M., Guarana, C. L., & Halgin, D. (2016). An empirical examination of the antecedents

and performance outcomes of stewardship behavior. Paper presented at the Academy of Management Conference.

Hernandez, M., Guarana, C. L., & Halgin, D. (2016). An empirical examination of the performance outcomes of stewardship behavior. Paper presented at the 19th International Symposium on Ethics, Business and Society. IESE, Barcelona, Spain.

Baker, S. & Hernandez, M. (2016). Communicating with stakeholders when bad news is uncertain. Paper presented at the 19th International Symposium on Ethics, Business and Society. IESE, Barcelona, Spain.

Noval, L. & Hernandez, M. (2016). Motivated reasoning and self-serving resource allocation: The moderating role of social dominance orientation. Paper presented at the 19th International Symposium on Ethics, Business and Society. IESE, Barcelona, Spain.

Guarana, C. L. & Hernandez, M. (2016). The role of identified ambivalence in ethical decision-making processes. Paper presented at the 19th International Symposium on Ethics, Business and Society. IESE, Barcelona, Spain.

Hernandez, M. (2016). Can our basic fears prompt stewardship? Research presented at the Behavioral Science and Policy Association (BSPA) Conference, Washington D.C.

Guarana, C. L. & Hernandez, M. (2015). Identified ambivalence: When cognitive conflicts can help individuals overcome cognitive traps. Paper presented at the Academy of Management Conference.

Baker, S., Hernandez, M., & Parmar, B. (2015) Bad vibes: How leadership overconfidence can erode collective efficacy and stakeholder outcomes. Paper presented at the Academy of Management Conference.

Hess, M., Hernandez, M., & Harris, J. (2015). Organizational resilience. Research presented at the Business and Economic Resilience Conference, Institute for Business in Society, University of Virginia.

Guarana, C. L. & Hernandez, M. (2014). Building sense out of contextual complexity: Functional ambivalence and leadership processes. Paper presented at the Academy of Management Conference.

Guarana, C. L., Li, J., & Hernandez, M. (2014). Examining the effects of leader-follower gender match on managerial response to voice. Paper presented at the Academy of Management Conference.

Hernandez, M., Hess, M. & Harris, J. (2013) Leaning into the wind: Hardship, stakeholder relationships, and organizational resilience. Paper presented at the Academy of Management Conference.

Hernandez, M. & Guarana, C. L. (2012). Beyond a snap-shot of job engagement: Examining the dynamic interplay of organizational identification and fit construal. Paper presented at the Academy of Management Conference.

- Guarana, C. L., Burch, T. & Hernandez, M. (2012). The competing influences of transformational leadership and LMX on follower engagement. Paper presented at the Academy of Management Conference.
- Hess, M., Hernandez, M., & Harris, J. (2012). Leaning into the wind: Adversity, stakeholder management, and organizational resilience. Paper presented at the Annual Meeting of the Society for Business Ethics.
- Guarana, C. L. & Hernandez, M. (2011). The compensatory effect of organizational identification on workforce engagement. Paper presented at the Academy of Management Conference.
- Hernandez, M. (2011). The psychological dynamics of stewardship in intergenerational decision making. Research presented at the ESADE Conference for Intergenerational Decision-Making, Barcelona, Spain. [Keynote speaker]
- Hernandez, M. (2011). Toward a meta-theory of leadership. Paper presented at the New Directions in Leadership Research Conference, Duke University.
- Liu, D., Hernandez, M., & Wang, L. (2011). Catching justice contagion within a social network: A longitudinal investigation. Paper presented at the Society of Industrial and Organizational Psychology Conference.
- Hernandez, M., Avery, D. R., & Volpone, S. D. (2010). Getting the short end of the stick: Exploring the role of racioethnicity in negotiations. Paper presented at the Academy of Management Conference.
- Hernandez, M. & Sitkin, S. B. (2010). Who is leading the leader? Follower influence of leader ethicality. Paper presented at the Behavioral Business Ethics: Ideas on an Emerging Field Conference.
- Hernandez, M. & Sitkin, S. B. (2010). Who is leading the leader? Follower influence of leader ethicality. Paper presented at the New Directions in Leadership Conference, Erasmus University, Rotterdam, Netherlands.
- Avery, D. R., Volpone, S.D., Stewart, R. W., Luksyte, A., Hernandez, M., McKay, P.F., & Hebl, M. R. (2010). The draw of diversity: Diversity climate affects job pursuit intentions. Paper presented at the Society of Industrial and Organizational Psychology Conference.
- Sitkin, S. B., Hernandez, M. & Long, C. P. (2010). Cultivating trust in leaders: Are all leader behaviors equally influential. Paper presented at the 5th Workshop on Trust Within and Between Organizations, Madrid, Spain.
- Hernandez, M. (2009). Conceptualizing leadership through a stewardship lens. Paper presented at the Academy of Management Conference.
- Liu, D., Hernandez, M., & Wang, L. (2009) The ruinous effect of leader differential treatment: Examining procedural justice contagion. Paper presented at the Academy of Management Conference.

- Hernandez, M. & Eberly, M. B. (2009) What makes leaders different from managers? Embodying the three roles of a steward. Paper presented at the Academy of Management Conference.
- Avery, D. R., Luksyte, A., & Hernandez, M. (2009) Does dissimilarity predict stereotyping? It depends on the context. Paper presented at the Society of Industrial and Organizational Psychology Conference.
- Hernandez, M., May, S.K., & Pickus, N. (2008). Creating effective ethical engagement in organizations: The five principles model. Paper presented at the Academy of Management Conference.
- Tost, L. P., Hernandez, M. & Wade-Benzoni, K. A. (2008). Pushing the boundaries: A review and extension of the psychological dynamics of intergenerational decision making in organizational contexts. Paper presented at the Academy of Management Conference.
- Hernandez, M. (2008). Understanding diversity initiatives: Individual, group, and organizational level opportunities and challenges. Paper presented at the National Diversity in Business Research Conference, Business and Economic Development Center, University of Washington, Seattle.
- Hernandez, M. (2008). Understanding the psychology of stewardship in leadership. Paper presented at the New Directions in Leadership Research Conference, Duke University.
- Hernandez, M. (2008). Intergenerational beneficence: The roles of affinity, power, stewardship, and legacies. Paper presented at the Society of Industrial and Organizational Psychology Conference.
- Hernandez, M. (2007). Behavioral determinants of stewardship in organizations. Paper presented at the Academy of Management Conference.
- Rosette, A. S., Tost, L. P, Hernandez, M., & Sitkin, S. B. (2007) Competitive rivalries between women executives: An impetus for negative biases toward each other. Paper presented at the Academy of Management Conference.
- Sitkin, S. B., Lind, E. A , Hernandez, M., & Long, C.P. (2006) Cultivating trust in leaders: Are all leader behaviors equally influential? Paper presented at the Academy of Management Conference.
- Wade-Benzoni, K.A, Hernandez, M., Medvec, V., & Messick, D. (2006). Psychological influences in judgments of fairness to future generations: The role of egocentrism and uncertainty. Paper presented at the International Association for Conflict Management Conference.
- Avery, D. R., McKay, P. F., Hernandez, M., Hebl, M. R., & Morris, M. (2006). The draw of diversity: How diversity climates affect job pursuit. Paper presented at the Society of Industrial and Organizational Psychology Conference.
- McKay, P. F., Avery, D. R., Morris, M., Hernandez, M., & Hebl, M. R.(2006). Diversity climate perceptions and racial differences in managerial retention. Paper presented at the Society of Industrial and Organizational Psychology Conference.

- Sitkin, S. B., Lind, E. A., & Hernandez, M. (2005). Trust and control: The role of leader and follower perceptions. Paper presented at the Academy of Management Conference.
- Hernandez, M. & Brodt, S. (2005). Trust and employment negotiations: The importance of feeling in control. Paper presented at the International Association for Conflict Management Conference, Seville, Spain.
- Hernandez, M., Chen, Y., & Wade-Benzoni, K. A. (2005). Cultural differences in psychological distance reduction between generations. Paper presented at the Research on Managing Groups and Teams in Organizations Conference.
- Avery, D. R., Hernandez, M., Smith, A. N., & Hebl, M. (2005). Interracial differences in leadership perception. Paper presented at the Society of Industrial and Organizational Psychology Conference.
- Hernandez, M. (2004). Perceived job suitability as a function of ethnicity. Paper presented at the Society of Industrial and Organizational Psychology Conference.
- Hernandez, M., Avery, D. and Hebl, M. (2001). Recruiting diversity: The race is on. Paper presented at the Society of Industrial and Organizational Psychology Conference.

TEACHING EXPERIENCE

University of Virginia, Darden Graduate School of Business:

Leadership Core Course

Full-Time, First Year M.B.A. Program, 2014-present

Course Lead, 2017-present

Leadership Elective Course (Leadership Strategies)

Full-Time, Second Year M.B.A. Program, 2014-2018

Leadership Pre-Matriculation Workshop (Darden before Darden)

Full-Time, First Year M.B.A. Program, 2015-2018

University of Washington, Foster School of Business:

Leadership Elective Course (MGMT545)

Daytime and Evening M.B.A. Programs, 2007–2014

Leadership Core Course (LEAD/eLEAD)

Daytime and Evening M.B.A. Programs, 2011–2014

Leadership Elective Course (MGMT401)

Undergraduate Program, 2007–2011

Duke University:

Organizational Behavior Elective Course

Interdisciplinary Markets and Management Curriculum

Undergraduate Program, Spring 2005

Leadership Training, Co-Instructor
The Fuqua/Coach K Center of Leadership and Ethics (COLE)
Daytime M.B.A. Program, Leadership Fellows; Summer 2004.

EXECUTIVE EDUCATION PROGRAMS

University of Virginia, Darden Graduate School of Business:

Partnership for Leaders in Education (PLE) [5 offerings—Faculty Lead]
Partnership for Leaders in Education (PLE) [10 offerings]
Army Intermediate Program [2 offerings]
National Association for Multi-Ethnicity in Communications (NAMIC) [4 offerings]
Capital One, Technology Leadership Program [1 offering]
Global Business Travel Association's Global Leaders Professional program [1 offering]
International Foodservice Distributors Association (IFDA) [1 offering]
Rare Book Libraries, Director Leadership Development [1 offering]

University of Washington, Foster School of Business:

Global Management Training Program Hyundai Heavy Industries Directors [4 offerings]
Korea Advanced Institute of Science & Technology (KAIST) Leadership Program [4 offerings]
Peking University Guanghua School of Management MBA Global Immersion Program [2 offerings]
POSCO Global Management Program [2 offerings]
National Society of Hispanic MBAs (NSHMBA), [2 offerings]

London Business School:

Nestlé, Leadership Development Coach [6 offerings]

Duke University, Fuqua School of Business:

Open Enrollment Programs, Leadership Development Coach [10 offerings]

TEACHING MATERIALS

Argamassa Construction Materials (A, B). Cases co-authored with Gerry Yemen, Eduardo Ribeiro de Santis Santiago, and John Almandoz. UVA-OB-1076, UVA-OB-1077. Teaching note co-authored with Lynn Isabella, UVA-OB-1076TN.

Aston Martin: The Crossover Conundrum. Case co-authored with Jay Bourgeois, Yiorgos Allayannis, Luca Cian, Jenny Craddock, and Andrew Nelson. UVA-S-0298.

Health Haven (A, B). Cases co-authored with Rebecca Goldberg and Luke Bailey. UVA-OB-1062; UVA-OB-1063. Teaching note co-authored with Rebecca Goldberg, UVA-OB-1062TN.

The Fed and Goldman Sachs (Mike Silva/Carmen Segarra). Case series and teaching note co-authored with Bobby Parmar and Jenny Meade, UVA-OB-1078, UVA-OB-1079, UVA-OB-1079N.

Resilience in Business. Case co-authored with Megan Hess and Rebecca Goldberg. UVA-OB-1080. Teaching note co-authored with Megan Hess, UVA-OB-1080TN.

Colin Kaepernick and the NFL. Case co-authored with Joseph (Sonny) Siragusa. UVA-OB-1206.

Ethics Beneath the Surface. Technical note co-authored with Jared Harris and Cristiano Guarana, E-0409.

Methodological Advances in Behavioral Science. BRAD Lab MOOC, Cristiano Guarana.
Playlist: https://www.youtube.com/playlist?list=PLKH1z_aubPdO9y_f75caBz10dts0IEmWw

- **On Coursera Understanding Your Data: Analytical Tools:**
<https://www.coursera.org/learn/uva-darden-understanding-data-tools>

TEACHING MATERIALS IN PROGRESS

Alison Levine, The Explorer. Case co-authored with Sim Sitkin.

Aston Martin: Andy Palmer. Case co-authored with Jay Bourgeois, Yiorgos Allayannis, Luca Cian, and Jenny Craddock.

Coach K. Case co-authored with Sim Sitkin, Sanyin Siang, and Jenny Craddock.

Julie Wolford.

The Cuban Entrepreneur. Case co-authored with Lisa Stewart.

Women in Tech. Case co-authored with Kyle Blum.

AWARDS AND HONORS

- 2015-2018* Elected Officer, Managerial and Organizational Cognition (MOC) Division of the Academy of Management (approx. 1,200 members).
2015-2016 Pre-Conference Program [PDW] Chair
2016-2017 Program Chair
2017-2018 Division Chair
- 2016* 40 under 40 Most Outstanding MBA Professor Award, a global recognition.
<http://poetsandquants.com/2016/04/13/2016-honor-roll-40-40-outstanding-business-school-professors/3/>
- 2015* Best Paper Award. MOC Division, Academy of Management.
- 2014* Professor of the Year Award. Daytime M.B.A. Program. University of Washington.
- 2014* Professor of the Quarter Award. Daytime M.B.A. Program. University of Washington.
- 2012* Outstanding Service Award. MOC Division, Academy of Management.
- 2012* Professor of the Year Award. Evening M.B.A. Program. University of Washington.
- 2011* Instructor of the Quarter Award. Daytime M.B.A. Program. University of Washington.
- 2010* Instructor of the Quarter Award. Undergraduate Program. University of Washington.

- 2009-2011 Elected Representative-at-Large. MOC Division, Academy of Management.
- 2006 Winner of the University of Notre Dame's Excellence in Ethics Dissertation Proposal Competition.
- 2006 Kenan Dissertation Award in Ethics, Duke University.
- 2005-2007 Elected Student Representative-at-Large. MOC Division, Academy of Management.
- 2001 John W. Brelsford Award. Rice University. "Awarded to a student for their leadership in the field and among their peers, excellence in the classroom, collaboration with faculty, and contributions to the literature."
- 2001 Phi Beta Kappa
- 1998-2001 Psi Chi National Honor Society in Psychology. President of Rice University Chapter.

RESEARCH GRANTS

- 2017 Batten Institute for Entrepreneurship and Innovation, Darden School of Business, University of Virginia (\$5,000).
- 2016 NSF Advance/UVA CHARGE, University of Virginia (\$1,975).
- 2008- 2013 Business and Economic Development Center, University of Washington. Research grants for: *Workforce diversity*, multiple projects (\$21,000).
- 2010 Global Business Center, University of Washington. Research grant for: *Self-oriented, but not selfish: The role of self-construal in creating beneficent judgments* (\$2,500).
- 2010 Center for Leadership and Strategic Thinking, University of Washington. Research grant for: *Developing moral leaders: Critical processes and outcomes* (\$10,000).
- 2006-2007 Kenan Dissertation Fellowship in Ethics, Duke University (\$26,000).
- 2006 Dissertation research grant from the Fuqua/Coach K Center for Leadership and Ethics (COLE), Duke University (\$1,000).
- 2005-2006 Kenan Colloquium Fellowship in Ethics, Duke University (\$2,000).
- 2002-2007 Recipient of Full Doctoral Fellowship, Fuqua Business, Duke University.

INSTITUTIONAL DEVELOPMENT

- 2018-2021 \$2.15M for the Behavioral Research for Society (BRS) Initiative at UVA.
- 2017-2020 \$280,000 for the Post-Doctoral Scholar Program at Darden.

PROFESSIONAL ACTIVITIES

Academy of Management: Managerial and Organizational Cognition Division (MOC)

Executive Committee, 2009-2011; 2005-2007, 2015-2018.

Co-organizer, “Cognition in the Rough” PDW, 2005-2008. Lead organizer, 2009-2012.

Faculty facilitator for Cognition in the Rough PDW, 2016-2017.

Faculty facilitator for MOC/OMT Doctoral Consortium, 2010.

Academy of Management: Organizational Behavior Division (OB)

Faculty facilitator for Doctoral Consortium, Ethics in Publishing, 2014-2015.

Panel speaker, The Productivity Process: Strategies from Prolific Junior Faculty, 2014.

Co-organizer and interviewer for the OB Division Podcasts with Michael Johnson. 2007-2009.

Academy of Management: All Academy Program

Panel speaker, Science Advocacy Caucus: Applying Behavioral Insights to Public Policy, 2017.

Editorial Review Boards:

Behavioral Science and Policy Journal

Senior Editor: Spotlight Initiatives

Academy of Management Review

2017 Special Topic Forum “Diversity at a Critical Juncture: New Theories for a Complex Phenomenon.”

2016 Special Topic Forum “The Changing Nature of Work Relationships.”

Ad-Hoc Reviewing for Journals:

Academy of Management Review

Academy of Management Journal

Administrative Science Quarterly

Business Ethics Quarterly

Journal of Business Ethics

Organizational Behavior and Human Decision Processes

Organization Science

National Science Foundation

Harvard Business School Press

INDUSTRY EXPERIENCE

THE KENAN INSTITUTE FOR ETHICS, DUKE UNIVERSITY, Durham, North Carolina – Business Ethics Advisor, 2005 – 2008.

Aided in the ongoing development of the Institute’s teaching framework, diagnostic tools, and business model. Trained practitioners on teaching materials and use of diagnostic tools. Analyzed data from client surveys to tailor ethics program to client company-specific needs.

ENRON, Houston, Texas - Analyst, 1999-2001.

ENRON ENERGY SERVICES

- Managed a call center composed of five people tasked with identifying new retail energy customers. Coordinated lead assignments among a team of twelve salesmen and monitored deal progression.

- Conducted market analysis on the California, Nevada, New Mexico and Colorado gas markets in order to evaluate potential value of market and barriers to entry. Developed business strategy and plan for these markets.

ENRON INDUSTRIAL MARKETS

- Developed financial analyses on South American pulp companies. Used these company reviews in constructing quantitative spreadsheet models of commodity price forecasts and analysis. Authored weekly publication that reported the latest political and economic developments affecting the South American market.

ENRON GAS COMPRESSION

- Developed spreadsheet models of business risk assessments, and deal structure evaluations. Created quantitative assessments on the future of the gas compression market, which included the projected supply and demand curves, and market strategy options.

WORKFORCE DIVERSITY DEPARTMENT

- Researched and created a proposal outlining potential business opportunities and other revenue sources for the Community Relations and Workforce Diversity Department.

BANCO DEL PAÍS, San Pedro Sula, Honduras - Management Consultant, 1998.

Designed and helped implement program for the evaluation of company-wide employee training programs.

MEMBERSHIPS

Academy of Management
American Psychological Association
Behavioral Science and Policy Association
Society for Industrial and Organizational Psychology

SPECIAL SKILLS

Fluent English, Spanish, Portuguese; Rusty French