

Gabrielle S. Adams

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Academic Appointments

University of Virginia Assistant Professor, Batten School of Leadership and Public Policy Assistant Professor, Social Psychology (Courtesy)	2017—
Harvard University Fellow-in-Residence, Edmond J. Safra Center for Ethics	2016-2017
London Business School Assistant Professor, Organizational Behavior	2011-2017 (on leave 2016-2017)

Education

Stanford University Graduate School of Business Business Administration (Organizational Behavior)	PhD 2011
Colby College Majors: Psychology, Philosophy. Minor: Human Development Ralph J. Bunche Scholar, Magna Cum Laude with distinction in the major	BA 2006, Honors

Research Interests

Prosocial and Antisocial Exchange
Interpersonal Transgressions and Conflict Management/Resolution
Apologies, Punishment, and Forgiveness
Social Justice, Ethics, and Morality

Grants, Awards, and Honors

Research and Materials Development Award, London Business School, 2012-2017.
LBS Leadership Institute Grant, 2015-2016.
Runner-up, Best Teacher Award, MBA Program, 2014.
The 40 Best Business School Professors Under 40, PoetsAndQuants.com, 2014.
Winner: Duke University, The Fuqua/Coach K Center on Leadership and Ethics (COLE) Dissertation Competition, 2010.
Grants-in-Aid, Society for the Psychological Study of Social Issues, 2010.
Student Travel Award, Society for Personality and Social Psychology, 2010.
Fellow, Stanford Center for International Conflict and Negotiation, Stanford Law School, 2008-2009.
Paul Perez Prize for highest academic achievement in Psychology major, Colby College, 2006.
Ninetta M. Runnals Award for school service, academic achievement, Colby College, 2006.
Ralph J. Bunche Scholar, full scholarship awarded upon admission, Colby College, 2002-2006.

Journal Articles (Peer-reviewed)

*denotes graduate student or post-doc collaborator

- Adams, G.S. (2016). Asymmetries between victims' and transgressors' perspectives following interpersonal transgressions. *Social and Personality Psychology Compass*, 10(12), 722-735.
- Adams, G.S. & Inesi, M.E. (2016). Impediments to forgiveness: Victim and transgressor attributions of intent and guilt. *Journal of Personality and Social Psychology*, 111(6), 866-881.
- *Ten Brinke, L., & Adams, G.S. (2015). Saving face? When emotion displays during public apologies mitigate damage to organizational performance. *Organizational Behavior and Human Decision Processes*, 130, 1-12.
**Republished in Chinese Management Insights (Vol. 4, 2015).*
- Adams, G.S., Zou, X., Inesi, M.E., & Pillutla, M.M. (2015). Forgiveness is not always divine: When expressing forgiveness makes others want to avoid you. *Organizational Behavior and Human Decision Processes*, 126, 130-141.
- Adams, G.S. & Mullen, E. (2015). Punishing the perpetrator decreases compensation for victims. *Social Psychological and Personality Science*, 6, 31-38.
- Bryan, C.J., Adams, G.S., & Monin, B. (2013). When cheating would make you a cheater: Implicating the self prevents unethical behavior. *Journal of Experimental Psychology: General*, 142(4), 1001-1005.
- Adams, G.S. & Mullen, E. (2013). Increased voting for candidates who compensate victims rather than punish offenders. *Social Justice Research*, 26, 168-192.
- O'Connor, K.S. & Adams, G.S. (2013). Affective antecedents of revenge [commentary]. *Behavioral and Brain Sciences*, 36(1), 29-30.
- Adams, G.S., Flynn, F.J., & Norton, M. (2012). The gifts we keep on giving: Documenting and destigmatizing the gifting taboo. *Psychological Science*, 23, 1145-1150.
- Adams, G.S., & Mullen, E. (2012). The psychological and social costs of punishment [commentary]. *Behavioral and Brain Sciences*, 35, 15-16.
- Flynn, F.J., & Adams, G.S. (2009). "Money can't buy love": Asymmetric beliefs about gift price and feelings of appreciation. *Journal of Experimental Social Psychology*, 45, 404-409.

Selected Work in Progress

- *Raj, M., Wiltermuth, S.S., & Adams, G.S. The social cost of forgiveness following multiple-victim transgressions.
- *Raj, M., Adams, G.S., & Inesi, M.E. "Should I just get over it?" Victims overestimate their obligation to forgive.
- Inesi, M.E., *Mo., R., & Adams, G.S. Who wants to work with the Wolf of Wall Street? Power fosters more positive reactions to money-motivated individuals.

Conference Presentations

- Raj, M., Adams, G.S., & Inesi, M.E. (2017, August). The obligation to forgive. Talk: Academy of Management, Atlanta, GA.
- Raj, M., Wiltermuth, S.S., & Adams, G.S. (2017, July). The social cost of forgiveness following multiple-victim transgressions. Talk: International Association for Conflict Management, Berlin, Germany.
- Adams, G.S. & Inesi, M.E. (2017, January). Impediments to forgiveness: Victim and transgressor attributions of intent and guilt. Talk: Society for Personality and Social Psychology, San Antonio, TX.
- Adams, G.S. & Inesi, M.E. (2016, August). Impediments to forgiveness: Victim and transgressor attributions of intent and guilt. Talk: Academy of Management, Anaheim, CA.
- Adams, G.S., Ten Brinke, L., Ormiston, M.E., & Pillutla, M.M. (2016, August). Looking “good”: Moral CEO appearance predicts turnover in the wake of corporate wrongdoing. Talk: Academy of Management, Anaheim, CA.
- Adams, G.S. & Inesi, M.E. (2016, August). Model Citizens? Donor power reduces the influence of charitable behavior. Talk: Academy of Management, Anaheim, CA.
- Steinhage, A., & Adams, G.S. (2016, August). Contrast in compensation: Fraudulent claims increase compensation for honest claims. Talk: Academy of Management, Anaheim, CA.
- Adams, G.S. & Inesi, M.E. (2016, July). Model Citizens? Donor Power Reduces the Influence of Charitable Behavior. Talk: International Society for Justice Research, Canterbury, UK.
- Steinhage, A., & Adams, G.S. (2016, July). Organizational responses to transgressions. Talk: International Society for Justice Research, Canterbury, UK.
- Steinhage, A., & Adams, G.S. (2016, July). Contrast in compensation: Fraudulent claims increase compensation for honest claims. Talk: International Society for Justice Research, Canterbury, UK.
- Steinhage, A., & Adams, G.S. (2015, February). Organizational responses to transgressions. Poster: Society for Personality and Social Psychology, Long Beach, CA.
- Adams, G.S., Zou, X., Inesi, M.E., & Pillutla, M.M. (2014, August). Forgiveness is not always divine: When expressing forgiveness makes others want to avoid you. Talk: Academy of Management, Philadelphia, PA.
- Adams, G.S., Zou, X., Inesi, M.E., & Pillutla, M.M. (2014, July). Forgiveness is not always divine: When expressing forgiveness makes others want to avoid you. Talk: European Association of Social Psychology, JDM Preconference, Amsterdam.
- Bryan, C.J., Adams, G.S., & Monin, B. (2014, July). When cheating would make you a cheater. Talk: European Association of Social Psychology, Amsterdam.
- Adams, G.S. & Mullen, E. (2014, July). Perpetrator’s punishment decreases victim compensation. Talk: European Association of Social Psychology, Amsterdam.
- Bhutada, S., Adams, G.S., & Thau, S. (2014, January). Why supporting animal welfare is not the same as opposing animal cruelty: Moral goal framing and group coordination. Poster: Society for Personality and Social Psychology, Austin, TX.
- Ten Brinke, L., & Adams, G.S. (2013, August). Saving face: Insincere facial expressions in public apologies predict organizational performance. Talk: Academy of Management, Orlando, FL.
- Bryan, C.J., Adams, G.S., & Monin, B. (2012, October). When cheating would make you a cheater. Talk: Society for Experimental Social Psychology, Austin, TX.
- Adams, G.S., & Monin, B. (2012, August). Feeling just, punishers misbehave. Talk: Academy of Management, Boston, MA.
- Bryan, C.J., Adams, G.S., & Monin, B. (2012, January). Cheating doesn’t make you a cheater. Society for Personality and Social Psychology, San Diego, CA.

- Symposium chaired by Gabrielle Adams & Benoît Monin, “The Role of the Self in Cheating and Unethical Behavior.”
- Adams, G.S., Flynn, F.J., & Norton, M.I. (2011, February). The gifts we keep on giving: The psychology of regifting. Talk: Society for Consumer Psychology, Atlanta, GA.
- Monin, B., Zitek, E., Adams, G.S., & Jordan, A. (2011, January). The Vitiating Virtue of Victims and Vigilantes. Talk: Society for Personality and Social Psychology, San Antonio, TX.
- Adams, G.S., & Mullen, E. (2010, August). Compensating victims leads to more status conferral than punishing perpetrators. Talk: International Society for Justice Research, Banff, Canada.
- Adams, G.S., & Monin, B. (2010, August). The Eliot Spitzer effect: Punishing increases intentions to be deviant. Talk: International Society for Justice Research, Banff, Canada.
- Adams, G.S., & Mullen, E. (2010, January). Compensating victims leads to more status conferral than punishing perpetrators. Talk given at the Justice Preconference, Society for Personality and Social Psychology, Las Vegas, NV.
- Mullen, E., Zak, S., Chow, A., & Adams, G.S. (2009, August). Power influences preferences for retributive and compensatory justice. Talk: Academy of Management: Chicago, IL.
- Adams, G. S., & Mullen, E. (2009, August). Paying out and moving up: Compensating victims leads to more status conferral than punishing perpetrators. Talk: Academy of Management: Chicago, IL.
- Adams, G.S., Mullen, E., & Chow, R.O. (2009). The effect of victim emotions on punishment and compensation. Poster: Society for Personality and Social Psychology and the Justice Preconference, Tampa, FL.
- Flynn, F.J., & Adams, G.S. (2008, August). “Money can’t buy love”: Asymmetric beliefs about appreciation. Talk: Academy of Management Annual Meeting, Anaheim, CA.
 - Designated as a Showcase Symposium.
- Flynn, F.J., & Adams, G.S. (2008, January). “Money can’t buy love”: The effect of gift price on givers’ expectations of appreciation. Poster: Society for Personality and Social Psychology, Albuquerque, NM.
- Adams, G.S. & Pittman, T.S. (2007, January). Time, remorse, and compensation: The role of mitigating factors in moral reactions to crime. Poster: Society for Personality and Social Psychology, January, Memphis, TN.
- Pittman, T. S., Darley, J. M., & Adams, G. S. (2006). Time and punishment: Do moral reactions to collective harm fade with time? Poster: Association for Psychological Science, May, New York, NY.
- Adams, G.S., Sehnert, S.C., Pittman, T.S., & Darley, J.M. (2006). Remorse and the mitigating circumstances surrounding crime. Poster: Society for Personality and Social Psychology conference, January, Palm Springs, CA.

Invited Talks

University of Virginia Social Psychology Brownbag, 2017
 Harvard Business School OB Brownbag, 2017
 Harvard University Edmond J. Safra Center for Ethics, 2017
 Boston University Marketing and OB, 2017
 Wilfred Laurier University, 2017
 University of Virginia, Batten School of Public Policy, 2017
 University of Virginia, Darden School of Business, 2016
 Anti-Corruption Roundtable, Behavioural Insights Team, Harvard University, 2016
 UC San Diego, January, 2016
 Swansea University, March, 2015

Tilburg University, February, 2015
UCLA, December, 2014
UC Riverside, December, 2014
European Association for Social Psychology, JDM Preconference, July, 2014
Kühne Logistics University, Hamburg, March, 2014
Colby College Department of Psychology, January, 2012
Harvard Kennedy School of Government, January, 2011
London Business School, January, 2011
Johns Hopkins Carey School of Business, February, 2011

Teaching

Foundations of Behavioral Science (prerequisite for the Batten BA in Public Policy). University of Virginia, 2017-present.

The Paths to Power (Elective for MBA, Executive MBA, and Sloan Fellows). London Business School, 2011-2017

International Assignment: Cape Town (Executive MBA students); *Silicon Valley/San Francisco* (Sloan students). London Business School, 2012-2017

Mind and Brain Approaches to Social Interactions. Stanford Graduate School of Business, 2008

Various executive education courses in leadership, group and team dynamics, influence, and negotiations for clients and companies in the public and private sectors.

Business Advisory Positions

Non Executive Director, BrandsEye: high accuracy monitoring and insights into conversations being held on social media about brands, people, and events
Senior Advisor, Masterclass: website for online courses with Kevin Spacey, Christina Aguilera, Serena Williams, and Aaron Sorkin, among others

Service

International Society for Justice Research (ISJR) Conference Committee, 2016
LBS IT Committee. 2015-2016.
Faculty Coordinator, Behavioral Research Lab, London Business School. 2014-2016
Pilot program for new learning technology, 2015-2016.
Founder/Coordinator, OB Lab for PhD students, London Business School. 2012-2014.
Doctoral Student Recruiting and Admissions, London Business School. 2012-2014.

Ad-Hoc Reviewer (in alphabetical order)

Basic and Applied Social Psychology (BASP)
British Journal of Social Psychology
Cognition and Emotion

Current Directions in Psychological Science
Emotion
European Journal of Social Psychology (EJSP)
Human Relations
Journal of Behavioral Decision Making
Journal of Business Ethics
Journal of Business Research
Journal of Empirical Legal Studies
Journal of Experimental Social Psychology (JESP)
Journal of Personality and Social Psychology (JPSP)
Management Science
Organizational Behavior and Human Decision Processes (OBHDP)
Personality and Social Psychology Bulletin (PSPB)
PLoS One
Psychological Science
Social Justice Research (SJR)
Social Influence
Social Psychological and Personality Science (SPPS)
Social Psychology and Personality Compass

Selected Media Coverage

My research has been covered by The New York Times; The Financial Times; The Wall Street Journal; Forbes; The Washington Post; Smithsonian Magazine; Huffington Post; CNBC.com; Psychology Today; Harvard Business Review; and Yahoo! Finance. It has also been featured NPR, BBC, and WSJ Radio.

Professional Affiliations

Academy of Management (AOM)
Society for Personality and Social Psychology (SPSP)
International Society for Justice Research (ISJR)