

Eileen Y. Chou

Batten School of Leadership and Public Policy | University of Virginia
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ACADEMIC POSITION

Batten School of Leadership and Public Policy, University of Virginia, 2012 to Present
Assistant Professor of Public Policy
Assistant Professor of Social Psychology (Courtesy Appointment)

EDUCATION

Kellogg School of Management, Northwestern University, 2007- 2012
Ph.D. in Management & Organizations

California Institute of Technology, 2005-2007
M.S. in Social Science, June 2007

University of California Los Angeles, 2001-2005
B.A. in Psychology and Economics with specialization in International Area Studies.
Summa cum Laude; Phi Beta Kappa. Department Scholar (Top 1% of graduating class)

JOURNAL PUBLICATIONS

1. Chou E. Y. Halevy, N., Galinsky, A., & Murnighan, J. K. (In Press). The goldilocks contract: The synergistic benefits of combining structure and autonomy for motivation, creativity, and cooperation. *Journal of Personality and Social Psychology*.
2. Chou, E. Y. & Nordgren, L. (2016) Safety in numbers: How the mere presence of others increases risk taking behaviors. *Journal of Behavioral Decision Making*.
3. Chou, E. Y., Parmar, B., & Galinsky, A. D. (2016). Economic instability induces physical pain. *Psychological Science*, 27: 443-454.
4. Chou E. Y. (2015). What is in a name? The toll e-signatures take on individual honesty. *Journal of Experimental Social Psychology*, 61: 84-95.
5. Waytz, A., Chou, E. Y., Galinsky, A., & Magee, J. (2015). Not so lonely at the top: The relationship between loneliness and power. *Organizational Behavior and Human Decision Processes*, 130: 69-78.
6. Chou E. Y. (2015). Paperless and soulless. E-signatures diminish the signer's presence

- and decrease acceptance. *Social Psychological and Personality Science*, 6(3): 343-351.
7. Halevy, N., & Chou, E. Y. (2014). How decisions happen: Focal points and blind spots in interdependent decision making, *Journal of Personality and Social Psychology*, 106(3): 398-417.
 8. Halevy, N., Cohen, T. R., Chou, E. Y., Katz, J. J., & Panter, A. T. (2014). Mental models at work: Cognitive causes and consequences of conflict in organizations. *Personality and Social Psychology Bulletin*, 40(1): 92-110.
 9. Chou, E. Y. & Murnighan, J. K. (2013). Life or death decisions: framing the call for help. *PLoS ONE*. 8(3): e57351.
- *Best Paper Proceedings, Academy of Management Meetings, 2010
10. Nordgren, L. & Chou, E. Y. (2013). A devil on each shoulder: When deliberation impairs self-control. *Social Psychological and Personality Science*, 4(2): 233-237.
 11. Halevy, N., Chou, E. Y., & Galinsky A. D. (2012). Exhausting or exhilarating? Conflict as threat to interests, relationships, and identities. *Journal of Experimental Social Psychology*, 48: 530-537.
 12. Halevy, N., Chou, E. Y., Galinsky, A., & Murnighan, J.K., (2012). When hierarchy wins: Evidence from the national basketball association. *Social Psychological and Personality Science*, 3(4): 398-406.
 13. Halevy, N., Chou, E. Y., Cohen, T. R., & Livingston, R., W. (2012). Status conferral in intergroup social dilemmas: Behavioral antecedents and consequences of prestige and dominance. *Journal of Personality and Social Psychology*. 102(2), 351-366.
 14. Halevy, N., Chou, E. Y., & Murnighan, J.K., (2012). Mind games: The mental representation of conflict. *Journal of Personality and Social Psychology*. 102(1), 132-148.
- *Most Influential Journal Article Award, International Association of Conflict Management, 2014
- *Stanley Reiter Best Paper Award, Honorable Mention, Kellogg School of Management, Northwestern University, 2015
15. Nordgren, L. & Chou, E. Y. (2011) The push and pull of temptation: The bi-directional

- influence of temptation on self-control. *Psychological Science*, 22(11), 1386-1390.
16. Ostling, R., Wang, J., Chou, E. Y., and Camerer, C. (2011) Testing game theory in the field: Swedish LUPI lottery games. *American Economic Journal-Microeconomics*, 3(3), 1-33.
 17. Halevy, N., Chou, E. Y., & Galinsky, A. (2011). A functional model of hierarchy: Why, how, and when vertical differentiation enhances group performance, *Organizational Psychological Review*, 1(1), 32-52.
 18. Halevy, N., Chou, E. Y., Cohen, T., & Bornstein, G. (2010). Relative deprivation and intergroup competition, Special issue of *Group Processes and Intergroup Relations*, 13(6), 685-700.
 19. Chou, E. Y., McConnell, M., Nagel, R., & Plott, C., (2009). The control of game form recognition in experiments: Understanding dominant strategy failures in a simple two person “guessing” game. *Experimental Economics*, 12(2), 159-179.

BOOK CHAPTERS

20. Galinsky, A. D., Chou, E. Y., Halevy, N., & van Kleef, G. (2012) The far reaching effects of power: at the individual, dyadic, and group levels, *Research on Managing Groups and Teams*, 15, 81-113.
21. Halevy, N., Chou, E. Y., & Murnighan, J.K., (2011). Games groups play: Motivated mental models in intergroup conflict and negotiation, *Research on Managing Groups and Teams*.

OTHER PAPER PUBLICATIONS

22. Chou, E. Y., Parmar, B. L., & Galinsky, A. D. (2016). The Link Between Income Inequality and Physical Pain, *Harvard Business Review*, March 2016
23. Waytz, A., Chou, E. Y., Galinsky, A., & Magee, J. (2015). Not so lonely at the top, *the New York Times*.
24. Chou, E. Y. (2014) Will people ever trust e-signatures, *Live Science Expert Voices*

PAPERS UNDER REVIEW

25. Chou, E. Y. (2016) Naysaying and Negativity Promote Initial Power Establishment and Leadership Endorsement. (Revise & Resubmit; *Journal of Personality and Social Psychology*).

26. Chou E. Y., Herson, E., & Hsu, D. Y. (2016). Sign me up: Maximizing the Commitment Power of e-Pledges for Prosocial Causes. (Reject & Resubmit; *Journal of Experimental Social Psychology*).

WORKING PAPERS

1. Tang, S., & Chou, E. The desire for religious leadership following low personal control. Target Journal: *Journal of Experimental Social Psychology*
2. Sanner, B., Ziauddin, H., & Chou, E. Y. Nice teams finish last: An investigation of prosocial orientation's 'dark side. Target Journal: *Journal of Applied Psychology*
3. Chou, E. Y., Ruttan, R., & Rong, Y. Ego depletion facilitates creativity. Target Journal: *Journal of Behavioral Decision Making*.
4. Chou, E. Y., Hsu, D. Y., & Halevy, N. Contagious betrayal effect on charitable giving. Target Journal: *Journal of Experimental Psychology: General*.
5. Chou, E. Y., Katz, J., Halevy, N., & Murnighan, J. K. The calculative induction of reciprocity.
5. Chou E. Y. & Galinsky, A. Mothers know best: Expecting parents' intuition of their baby's sex.
6. Chou, E. Y., Phillips, K. Are 3 heads better than one? Group versus individual rationality attainment using a two-person beauty contest game.

WORK IN PROGRESS

1. Jurcevic, I., Chou, E. Y., & Braithwaite, J. The Role of Economic Adversity and Insecurity in Perseverance
2. Jurcevic, I., Chou, E. Y., & Trawalter, S. Silence of the lamb
3. Chou, E. Y., & Hsu, D. Why do We Procrastinate? Goal Paralysis in the Face of Threats
4. Rong, Y., Hsu, D. Y., & Chou, E. Y. Asymmetric impact of voice and conflict: A field study
5. Herson, E., & Chou, E. Y. GOTV through E-signing
6. Halevy, N., Chou, E. Y., & Gelfand, M. Horizontal hierarchy facilitates n-level thinking
7. Sanner, B., Chou, E. Y., & Duguid, M. Vicariously homosexual? A field study of homosexual role on future outcomes in the entertainment industry.
8. Chou, E. Y., White, R., & Duckworth, A. Student motivation and construal level
9. Chou, E. Y., Hanbury, M., & Nordgren, L. The coffee shop effect: Solitude and creativity
10. Wang, C., & Chou, E. Y. The foodie project: Believability of sustainability movement
11. Cao, J., Chou, E. Y., & Murnighan, J. K. Pay it forward.

HONORS AND AWARDS

All-University Teaching Award, University of Virginia, 2017.

Faculty Excellence in Teaching Award, Batten School of Leadership and Public Policy, UVA, 2015.

Stanley Reiter Best Paper Award, Honorable Mention, Kellogg School of Management, Northwestern University, 2015, for “Mind games: The mental representation of conflict (2012).

Most Influential Journal Article Award, International Association for Conflict Management, 2014, for “Mind games: The mental representation of conflict (2012).

Best Paper Proceedings, Academy of Management Meetings, 2010, for “Framing the helping decision: ‘Prevent a death’ beats ‘safe a life’”

SSRN's Top Ten download list for MRN Negotiations & Dispute Resolution Network; Bargain Theory; and CSN Business, 2010, for “The hidden cost of contracts: The adverse effects of contracts on relationships and performance”

Full Tuition Scholarship, Division of Humanities and Social Sciences, Caltech, 2007

Graduate Division Fellowship, Division of Humanities and Social Sciences, Caltech, 2006

Highest Honor (Bestowed upon undergraduate with highest cumulative GPA), Department of Economics, UCLA, 2007

RESEARCH GRANTS

Batten Institute Research Grant for “Ego depletion facilitates creativity” (\$12,800), 2016-2017.

Joanne Cohoon Enhancement Grant from UVA CHARGE, NSF ADVANCE Program for “Naysaying and Negativity Promote Initial Power Establishment and Leadership Endorsement (\$4, 920), 2016-2017.

Bankard Fund for Political Economy Grant for “Contagious betrayal effect on charitable giving” (\$29,723), 2015-2016

Batten Institute Research Grant for “The coffee shop effect: Others’ mere presence spurs creativity” (\$13,200), 2014-2015

Bankard Fund for Political Economy Grant for “Contracting for cooperation: The benefits of less specific contracts” (\$29,233), 2013-2014

Excellence in Diversity Fellowship, University of Virginia, (\$1,000)

Kellogg Dispute Resolution Research Center Grant, 2008, 2009, 2010

Li Ming Fellowship, Caltech, 2008 (\$1,500)

TEACHING INTERESTS

Organizational Behavior, Leadership, Ethics, Negotiations and Conflict Management, Behavioral Economics, Judgment and Decision Making, Groups and Teams

TEACHING EXPERIENCE

Negotiations, Darden School of Business, UVA (MBA elective)

Values-based Leadership, Batten, UVA (MPP elective)
Rating Achieved: 5 out of 5

Psychology for Leadership, Batten, UVA (MPP core)
Rating Achieved: 4.83 out of 5

Introduction to Civic Leadership, Batten, UVA (Undergraduate core)
Rating Achieved: 4.73 out of 5

Negotiations, UVA Advancement Executive Program (senior directors of development)
Rating Achieved: 4.62 out of 5

Negotiations, Kellogg School of Management, Northwestern University (Spring 2012)
Rating Achieved: 8.1 out of 10

Guest Lecturer, on Negotiations, Kellogg School of Management, Northwestern University
MBA Leadership in Organization, Spring 2012

Guest Lecturer, on Prosocial Behaviors and Emotions, Kellogg, Northwestern
MBA Values-based leadership, Spring 2009 - 2011

Guest Lecturer, Caltech
Law and Economics, Fall 2006

INVITED TALKS

2016-2017: Jefferson Scholars Foundation Institute for Leadership and Citizenship
Democracy Fellowship with the Middle East and North Africa (LDF-MENA)
program, sponsored by UVA Center for Politics.

2015 – 2016: HKUST, Oxford-HKUST Leadership and Public Policy Series
Columbia Business School, Leadership Workshop (declined: schedule conflict)
University of Virginia, Psychology department

2014 – 2015: Johns Hopkins University, Carey Business School
Blueprint Leadership Program, University of Virginia
Naval Reserve officers Training Corps, University of Virginia

UVA Advancement Community Learning & Organizational Effectiveness

2013 – 2014: Blueprint Leadership Program, University of Virginia,

2012 – 2013: Duke Fuqua School of Business
University of Virginia, Psychology department

2011 – 2012: Harvard University, Kennedy School
University of Virginia, Batten School of Leadership and Public Policy
Columbia Business School
INSEAD (Fontainebleau Campus)
National University of Singapore
University of Arizona
Cornell University, ILR School

CONFERENCE PRESENTATIONS

Chou E. Y., Hernon, E., & Hsu, D. Y. Sign me up: Maximize the Commitment Power of e-Pledges for Prosocial Causes. Academy of Management, Atlanta, Georgia, 2017

Chou, E. Y. Criticism and negativity promote endorsement of power. Academy of Management, Anaheim, California, 2016 (OB and CM Showcased Symposium)

Chou, E. Y., Ruttan, R., & Rong, Y. Ego depletion facilitates creativity. Academy of Management, Anaheim, California, 2016 (Symposium)

Chou, E. Y. Interpersonal Trust: What Are We Talking About, What Are We Measuring, and Where Are We Going. Academy of Management, Vancouver, Canada, 2015 (Panel)

Chou, E. Y., What's in a name? IACM, Amsterdam, Netherlands, 2014 (paper session).

Chou E., Y., Hanbury, M., & Nordgren, L. The Coffee Shop Effect: Solitude and Creativity. Judgment and Decision Making, Long Beach, CA. 2014 (poster session).

Chou, E. Y., What's in a name? Academy of Management, Philadelphia, PA, 2014 (paper session).

Chou, E. Y., What's in a name? IACM, Amsterdam, Netherlands, 2014 (paper session).

Chou, E. Y., Halevy, N., & Galinsky, A. D. Contracting for creativity: Less specific contracts liberate the mind, APS, SF, CA, 2014 (symposium).

Chou, E. Y. Nudges: Tips for Incorporating the Science of Behavior Change into Your Existing Classes. NASPAA, Washington DC, 2013 (Panel)

Chou, E. Y., Halevy, N., & Galinsky, A. D. Contracting for creativity: Less specific

- contracts liberate the mind, Academy of Management, Orlando, FL, 2013 (paper session).
- Chou, E. Y & Halevy, N Mind Games. Society of Experimental Social Psychology, Austin, TX, 2012 (symposium).
- Chou, E. Y. & Nordgren, L. Safety in numbers: How the mere presence of others increase risk taking behaviors, Judgment and Decision Making, Seattle, WA, 2011 (paper session).
- Chou, E. Y., Halevy, N., & Murnighan, J. K. Hidden costs of contracts. Academy of Management, San Antonio, TX, 2011(paper session).
- Chou, E. Y., Halevy, N., & Murnighan, J. K. Trust as a tactic. Academy of Management, San Antonio, TX, 2011 (Symposium).
- Chou, E. Y., Halevy, N., & Murnighan, J. K. Relational costs of contracts, International Association for Conflict Management, Istanbul, Turkey, 2011 (paper session).
- Chou, E. Y., Halevy, N., & Murnighan, J. K. Calculative trust as a signal. International Association for Conflict Management, Istanbul, Turkey, 2011 (paper session).
- Chou, E. Y., Halevy, N., & Murnighan, J. K. Hidden costs of contracts. Judgment and Decision Making, St. Louis, MO, 2010 (paper session).
- Chou, E. Y., & Murnighan, J. K. Do you deserve my empathy? The attribution-prospect-empathy- status quo (APES) model of helping behavior. Academy of Management, Montreal, Canada, 2010 (paper session).
- Chou, E. Y., Halevy, N., & Murnighan, J. K. Hidden costs of contracts. International Association for Conflict Management, Boston, MA, 2009 (poster session).
- Chou, E. Y., & Murnighan, J. K. Do you deserve my empathy? The attribution-prospect-empathy-status quo (APES) model of helping behavior. Judgment and Decision Making, Boston, MA. 2009 (paper session).
- Chou, E. Y., Halevy, N., & Murnighan, J. K. Hidden costs of contracts. Behavioral Decision Research in Management, Pittsburgh, PA, 2009 (poster session).
- Chou, E. Y., Phillips, K. Are 3 heads better than one? Group versus individual rationality attainment using a two-person beauty contest game. International Association for Conflict Management, Kyoto Japan, 2009 (paper session).
- Chou, E. Y., Phillips, K. Are 3 heads better than one? Group versus individual rationality attainment using a two-person beauty contest game. GPIR Preconference, Tampa FL. (poster session).
- Chou, E. Y., & Murnighan, J. K. Do you deserve my empathy? The attribution-prospect-

empathy-status quo (APES) model of helping behavior. Judgment and Decision Making Preconference, Tampa FL. (poster session).

Chou, E. Y., Phillips, K. Are 3 heads better than one? Group versus individual rationality attainment using a two-person beauty contest game. Judgment and Decision Making, Chicago IL.2008 (paper session).

Chou, E. Y., Phillips, K. Are 3 heads better than one? Group versus individual rationality attainment using a two-person beauty contest game. Graduate Student Conference on Experiments in Interactive Decision Making and Group Dynamics, Princeton NJ, 2008 (paper session).

Ostling, R., Wang, J., Chou, E. Y., and Camerer, C. Field and lab convergence in poisson LUPI game. Judgment and Decision Making, Long Beach CA. 2007(poster session).

ACADEMIC SERVICE

Ad-Hoc Reviewer: Management Science; Psychological Science; JESP; OBHDP; The Scandinavian Journal of Economics; Public Administration Review, Psychological Reports

Ad-Hoc Reviewer: Academy of Management Conference: OB & CM Divisions 2006 - Present

Ad-Hoc Reviewer: International Association of Conflict Management Conference 2006 - Present

SCHOOL/UNIVERSITY SERVICE

Keynote Speaker, CGH Global Health Dinner Series, 2016

Batten Executive Committee, 2016-2017

Batten Research Speaker Series, 2016

Batten Steering Committee, 2016-2017

Curriculum Committee, 2016-2017

Batten Leadership Center Post-Doc Search Committee, 2016

Judge for NASPAA Simulation Competition. 2016

Assistant Director of IT Search Committee, 2015

Director of Development Search Committee, 2014-2015

Curricular Committee, 2014-2016

Lectures from Legend, Batten Family Weekend, 2015

Batten Admit Weekend Faculty Speaker, 2015

Batten Orientation Weekend Faculty Speaker, 2014

USOAR Seminars, 2014

Policy Analysis Search Committee, 2013-2014

Dean's Search Committee, 2013-2014

Capstone Committee, 2013-2014

Batten Dean's Council, 2013-2014

Cognitive Psychology Search Committee, 2013-2014
Keynote Speaker, Batten Undergraduate Dinner Series, 2014
Lectures from Legend, Batten Family Weekend, 2014
Batten Admit Weekend Faculty Speaker, 2014
Batten Orientation Weekend Faculty Speaker, 2013
2nd year student dinner series, 2013-2014
USOAR Seminars, 2013
Batten Curricular Delegation to Hong Kong, 2013
Young Scholars Delegation to Taiwan, 2013
Consulting on the Milstein Symposium, 2013
Batten Admit weekend: Faculty Research Panel, 2013
Search committee for Senior Lecturer, 2012-2013

DISSERTATION AND RESEARCH ADVISING

Alex Schiller, Ph.D. expected 2017 (Dissertation committee members)
Christopher A. Gay, Lt Col, USAF, Ph.D. expected 2016 (Dissertation committee members)
Rebecca Frasier, Ph.D. expected 2015 (Dissertation committee members)
Brendan Boler, Ph.D. expected 2018 (Dissertation committee members)
Sean Carr, Ph.D. 2013, Now at Batten Institute (Dissertation committee members)
Marshall Hanbury, BA expected 2014 (undergraduate thesis advising)
Scott McGrath, BA expected 2015 (undergraduate thesis advising)
Bryan Kardos, BA expected 2015 (undergraduate research advising)
Eileen HERNON, BA expected 2019 (undergraduate research advising)
Hector Quijano, BA expected 2020 (undergraduate research advising)
Megan Yu, BA expected 2018 (undergraduate research advising)

SELECTED MEDIA MENTIONS

Domestic Press:

Scientific American; How Stuff Works; Fortune; Wall Street Journal; NPR Morning Edition; Fast Company; Harvard Business Review; Forbes; Boston Globe; Pacific Standard (reposted on The Week Magazine); Yahoo News; Star2; Look; 6Minutes; Health Canal; Next Shark; Island Crisis; News Max; Shape; Pain News Network; Tech Times; Science Alert; WNYW Fox 5; Spektrum; Tech News 2Night; CBS Radio News San Francisco; The National Law Review; News Nation; CBS; Phys.org; National Affairs

International Press:

ABC Nyheter (Norway); Dinero en Imagen (Spain); Kronika (Hungary); Gazeta Lekarska (Poland); Affaritaliani (Italy); Gardian Nigeria; Daily Mail (England); Suddeutsche Zeitung (Germany); DNA India; Life Hacker India; Times of India; Jiangsu (China); Toronto Star (Canada)

PRO-BONO CONSULTING

Blooders.org, collaborating with Universidad de Monterrey, Mexico.
<https://www.f6s.com/profile/577489/about>