

JIEUN PAI

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EMPLOYEMENT

Postdoctoral Research Associate, Frank Batten School of Leadership and Public Policy, University of Virginia (2020-Present)

EDUCATION

Ph.D., Management, Anderson School of Management, Univ. of California, Los Angeles (2020)

M.A., Human Resources, Carlson School of Management, Univ. of Minnesota (2014)

M.S., Management Engineering, College of Business, KAIST (2010)

B.S., Chemical and Biomolecular Engineering (Minor: Business Economics) (2008)

PUBLICATION

Pai, J., DeVoe, S. E. & Pfeffer., J. (2020) How the economic evaluation of time affects who we socialize with off the Job. *Organizational Behavior and Human Decision Processes*, 161: 158-175.

Pai, J. & Bendersky, C. (2019) Team status conflict. *Current Opinion in Psychology*, 33: 38-41

Pai, J.* & Bendersky, C*. (2018) Status Dynamics. *Annual Review of Organizational Psychology and Organizational Behavior*, 5(1): 183-199.

*The first two authors contributed equally to this work.

MANUSCRIPT UNDER REVIEW

Pai, J., Whitson, J., Kim, J. & Lee., S. Why powerlessness inhibits action: the role of attachment anxiety. Revise and Resubmit, *Organizational Behavior and Human Decision Processes*

Pai, J. & Bendersky, C. Reconceptualizing Status Conflict: Distinguishing Rank-based from Respect-based Status Conflicts, Under Review, *Organization Science*.

Pai, J.*, DeVoe, S. E.* When does being paid an hourly wage make it difficult to be a happy volunteer, Under Review, *Journal of Applied Social Psychology*

*The first two authors contributed equally to this work.

CONFERENCE PRESENTATIONS

Pai, J., Anicich, E. M., & Whitson, J. A. Striving for the status quo: Stasis-striving, inauthenticity, and psychological distress in high-achievement contexts.

Annual Conference of the International Association for Conflict Management, Virtual, 2020

Pai, J. Status affirmation: an integrative solution to status negotiations.

Annual Convention of the Society for Personality and Social Psychology, New Orleans, LA, 2020

Pai, J., Kennedy, J. A., & Bendersky, C. Getting Ahead by Tearing Others Down: When Are Status Challenges Effective?

Annual Meeting of the Academy of Management, Boston, MA, 2019

Pai, J., Anicich, E. M., & Whitson, J. A. Striving for the status quo: Stasis-striving, inauthenticity, and psychological distress in high-achievement contexts.

Annual Meeting of the Academy of Management, Boston, MA, 2019

Pai, J. Status affirmation: an integrative solution to status negotiations.

Annual Conference of the Interdisciplinary Network for Group Research, Lisbon, Portugal, 2019

Pai, J., Whitson, J. A., Kim, J. & Lee., S. A Relational Account of Powerlessness: The Role of the Attachment System in Inaction.

Annual Conference of the International Association for Conflict Management, Dublin, Ireland, 2019

Pai, J., DeVoe, S. E. & Pfeffer., J. How the economic evaluation of time affects who we socialize with off the job

Academy of Management, Chicago, IL, 2018

Pai, J. Status affirmation: a strategy for upward mobility in dynamic negotiations for status

Annual Conference of the International Association for Conflict Management, Philadelphia, PA, 2018

Pai, J., Whitson, J., Kim, J. & Lee., S. Why Powerlessness Inhibits Action: The Role of Attachment Anxiety

Academy of Management, Atlanta, GA, 2017

Pai, J. & Bendersky, C. Status affirmation in negotiation.

Annual Conference of the International Association for Conflict Management, Clearwater, FL, 2015

Pai, J. & Lee, S. Conflict transformation and Attachment Style.

Annual Conference of the International Association for Conflict Management, Leiden, the Netherlands, 2014

Pai, J. Unpacking relationship conflict.

Annual Conference of the Interdisciplinary Network for Group Research, Atlanta, GA, 2013

INVITED TALKS

Pai, J. (November 2019). Striving for the status quo: Stasis-striving, inauthenticity, and psychological distress in high-achievement contexts, University of British Columbia, Vancouver, BC.

Pai, J. (December 2019). Striving for the status quo: Stasis-striving, inauthenticity, and psychological distress in high-achievement contexts, Tulane University, New Orleans, LA.

WORK IN PROGRESS

Pai, J., Anicich, E., & Whitson, J. A. Striving for the Status Quo: Stasis-Striving, Inauthenticity, and Psychological Distress in High-Achievement Context.

- Manuscript in preparation

Pai, J. & Bendersky, C. Respect affirmation: an integrative solution to status negotiations.

- One longitudinal team data collected

Pai, J., Kennedy, J., & Bendersky, C. Getting Ahead by Tearing Others Down: When Are Status Challenges Effective?

- Two longitudinal team data collected

Pai, J. & DeVoe, S. E. Expressing Fit Through Networking: unpacking the expression of instrumental ties in workplace.

- Field data from a worldwide financial institution collected

Pai, J., Whitson, J. A. & Cheng, D. Stuck in The Middle and Too Exhausted to Move Up: unpacking the effect of middle power on decision making.

- One experimental data collected

HONORS & AWARDS

ULCA Anderson

Travel Grant, 2019

Dare to Care Award, 2018

UCLA

Dissertation Year Fellowship, 2019

Travel Grant, 2020

IACM

Fellowship Award, 2019

UMN

Curtis L. Carlson Scholarship, 2013

KAIST

Academic Scholarship, 2005-2008

Full Tuition Scholarship, 2003-2008

TEACHING EXPERIENCE

UCLA Anderson, Teaching Associate

Organizational Behavior (MBA, Fully Employed MBA)

Negotiations (MBA, UCLA-NUS Executive MBA)

Communications (MBA)

Optimizing Team Performance (Fully Employed MBA)

National University of Singapore, Guest-Lecturer

Negotiations (UCLA-NUS Executive MBA)

UMN, Teaching Assistant

Contemporary Management (Undergraduate Honors Class)

Employee Development: Creating a Competitive Advantage (Master's in Human Resources Class)

KAIST, Teaching Assistant

Negotiations (Executive MBA)

Organizational Behavior (MBA)

PROFESSIONAL SERVICE

Reviewer for Academy of Management Annual Meeting (OB and CM Divisions, 2014-2019)

Reviewer for Annual Conference of the International Association for Conflict Management (2013-2019)

Reviewer for Annual Conference of the Interdisciplinary Network for Group Research (2012-2019)

WORK EXPERIENCE

Summer Internship, InclusionINC, Minneapolis, MN, USA (2013)
Research Analyst, Hay Group, Seoul, S. Korea (2012)
Research Analyst, Egon Zehnder International, Seoul, S. Korea (2010-2011)
Summer Internship, Hay Group, Cheonan, S. Korea (2009)

REFERENCES

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