

Melissa C. Thomas-Hunt
University of Virginia
Darden Graduate School of Business
P. O. Box 6550
100 Darden Boulevard
Charlottesville, VA 22906- 6550

EDUCATION:

Ph.D., Organization Behavior, J.L. Kellogg Graduate School of Management, Northwestern University, June 1997.

Master of Science, Organization Behavior, J.L. Kellogg Graduate School of Management, Northwestern University, June 1995.

Bachelor of Science in Engineering, Chemical Engineering, Princeton University, June 1989.

ACADEMIC AND CORPORATE POSITIONS HELD:

John Forbes Distinguished Professor of Business Administration, Darden School of Business, University of Virginia, June 2021-present

Professor of Public Policy, Batten School of Leadership and Public Policy, June 2021-present

Vice President, Executive Team Member, Airbnb, May 2019- June 2021

- Responsible for advancing global diversity and belonging across tech company of ~5000 people with offices across the Americas, EMEA and APAC
- Oversight of People Analytics' function
- Responsible for CEO's Connection & Belonging Research Initiative
- Part of Executive Team during IPO

Global Senior Fellow, The Lauder Institute for Management & International Studies, Wharton School of Business, University of Pennsylvania, July 2020-present

Faculty, Graduate School of Business, Stanford University, Spring 2019-Spring 2020

Vice Provost, Vanderbilt University, July 2017- May 2019

- Responsible for fostering a university climate of belonging and inclusion for all faculty and students across 10 colleges/schools
- Responsible for improving and monitoring Faculty Search processes
- Responsible for Faculty Leadership Development
- Responsible for Accessibility & Disability Inclusivity Initiative

Professor of Management (with tenure), Owen Graduate School of Management, Vanderbilt University, July 2017- May 2019

Senior Associate Dean and Global Chief Diversity Officer, Darden School of Business, University of Virginia, February 2016- June 2017.

- Ex Officio all Faculty Searches
- Responsible for Culture and Community Engagement (Faculty, Students, Staff, Alumni)
- Oversight of Office of Student Affairs
- Oversight of Global Affairs

Founding Academic Director, Behavioral Research at Darden (BRAD) Lab, <https://www.darden.virginia.edu/brad-lab/>, 2010-2016

- Created the capacity to orchestrate behavioral research at Darden that now supports a thriving behavioral ecosystem
- Introduced the inaugural Darden postdoctoral fellows

Affiliated Professor, Batten School of Leadership and Public Policy, 2014-2017

Associate Professor (with tenure) of Business Administration, Darden School of Business, University of Virginia, August 2009-June 2017

Associate Professor (with tenure) of Management & Organizations, Johnson School of Management, Cornell University, July 2008-August 2009

Assistant Professor of Management & Organizations, Johnson School of Management, Cornell University, July 2000-June 2008

Visiting Assistant Professor of Organization Behavior, Graduate School of Business, Stanford University, Spring 2000

Assistant Professor of Organization Behavior, Olin School of Business, Washington University, July 1996-2000

Account Marketing Representative, IBM Corporation, New York, NY, 1989-1992

RESIDENTIAL COLLEGE POSITIONS HELD:

Faculty Head, Moore College, Vanderbilt University, 2018- present

- Directed Undergraduate Residential College of 330 sophomore to senior students

Principal Brown Residential College, UVA, 2012- 2017

- Directed Undergraduate Residential College of 280 undergraduate students
- Liaison between Residential College and faculty and university administration
- Managed \$400k budget

Faculty-in-Residence, Cornell University, 2005- 2009

- Directed Undergraduate Residential College of first year students
- Women's Residential College & Townhouse Community

REFEREED PUBLICATIONS:

Raz, K., Behfar, K., Cowen, A. and Thomas-Hunt, M.C. (2020) Cheating Your Way to the Top: Positional Materialism Goals and the Desire for Success. *Academy of Management Discoveries*, 10 Jul 2020 <https://doi.org/10.5465/amd.2018.0182>.

Boulu-Reshef, B., Holt, C., Rodgers, M. and Thomas-Hunt, M. (2020). The impact of leader communication on free-riding: An incentivized experiment with empowering and directive styles, *Leadership Quarterly*, 31(3): 101351.

Crane, B., Thomas-Hunt, M., and Kesebir, S. (2019) To Disclose or Not to Disclose: The Ironic Effects of the Disclosure of Personal Information About Ethnically Distinct Newcomers to a Team, *Journal of Business Ethics*, 158, 1-13.

Duguid, M.M. & Thomas-Hunt, M. C. (2015). Condoning Stereotyping: How awareness of stereotyping prevalence impacts expressions of stereotypes. *Journal of Applied Psychology*. Vol. 100, No. 2, 343–359.

Gruber, D. A. Smerek, R.E. Thomas-Hunt, M.C. and James, E.H. (2015). The Real-Time Power of Twitter: Crisis Management and Leadership in an Age of Social Media. *Business Horizons*, 58 (2), 163-172.

Sauer, S.J., Thomas-Hunt, M.C., and Morris, P.A. (2010). Too good to be true? The unintended signaling effects of educational prestige on external expectations of team performance. *Organization Science*. Vol. 21, No. 5, 1108–1120.

Loyd, D. L., Phillips, K. W., and Whitson, J. & Thomas-Hunt, M.C. (2010). Expertise in your midst: How congruence between status and speech style affects reactions to unique knowledge. *Group Processes and Intergroup Relations*, 13(3), 379-395.

Sinaceur, M., Thomas-Hunt, M.C., O'Neill, O., and Neale, M.A. (2010) Influence and perceived expertise in group decision making: Minority members' impact on private judgments and public decision. *Personality and Social Psychology Bulletin*, 36 (3), 423-437.

Cabrera, S.F., Sauer, S. J. & Thomas-Hunt, M.C. (2009). The evolving manager stereotype: The effects of industry gender-typing on performance expectations for leaders and their teams. *Psychology of Women Quarterly*, 33 (4), 419-428.

Sheldon, O.J., Thomas-Hunt, M.C., and Proell, C.A. (2006). When Timeliness Matters: The Moderating Effect of Status on Reactions to Time Delay within Distributed Collaboration. *Journal of Applied Psychology*, 91 (6), 1385-1395.

Thomas-Hunt, M.C. and Phillips, K. W. (2004). When what you know is not enough: The effects of gender on expert's influence within work groups. *Personality and Social Psychology Bulletin*, 30, 1585-1598.

Thomas-Hunt, M.C., Ogden, T.Y., and Neale, M.A. (2003). Who's really sharing? The context dependent effects of social and expert status on knowledge exchange within groups. *Management Science*, 49(4): 464-477.

Gruenfeld, D. H., Thomas-Hunt, M.C., and Kim, P. (1998). Divergent thinking, accountability, and integrative complexity: public versus private reactions to majority and minority status, *Journal of Experimental Social Psychology*, 34(2):202-226.

Northcraft, G. B., Preston, J., Neale, M. A., Kim, P., and Thomas-Hunt, M. C. (1998). Non-linear preferences and negotiator effectiveness. *Organizational Behavior and Human Decision Processes*, 73(1): 54-75.

Blount, S., Thomas-Hunt, M.C., Neale, M.A. (1996). The price is right- or is it? A reference point model of two-party price negotiations. *Organizational Behavior and Human Decision Processes*, 68(1): 1-12.

Northcraft, G., Neale, M.A., Tenbrunsel, A., Thomas-Hunt, M.C. (1995). The Allocation of Benefits and Burdens: Does it really matter what we allocate? *Social Justice Research*, 9, 27-46.

OTHER PUBLICATIONS

Cohen, Paige and Gavett, Gretchen (with Thomas-Hunt, M interviewed.). The day-to-day work of diversity and inclusion. The Big Idea Series: Advancing Black Leaders, *Harvard Business Review*, <https://hbr.org/2019/11/the-day-to-day-work-of-diversity-and-inclusion>.

Thomas-Hunt, M. C. and Nagpal, M. 2015. Five challenges: Enhancing Women's Leadership. *Filene Research Institute White Paper*. Madison, WI.

Thomas-Hunt, M. C. and Nagpal, M. 2014. Women in Leadership Literature Review: Obstacles and Opportunities. *Filene Research Institute White Paper*. Madison, WI.

Phillips, K.W., Duguid, M.M., Thomas-Hunt, M.C. & Aparna, J. (2013). Diversity as knowledge exchange: The roles of information processing, expertise and status. In Quinetta Roberson (Ed.), *Oxford Handbook of Diversity in the Workplace*, Oxford University Press.

Thomas-Hunt, M.C. & Phillips, K.W. (2011). The malleability of race in organizational teams: A theory of racial status activation. In Jone Pearce (Ed), *Status, Organization and Management*. Cambridge University Press.

Phillips, K.W. and Thomas-Hunt, M.C. (2008). Garnering the benefits of conflict: The role of diversity and status distance in groups: In Leigh Thompson and Kristin J. Behfar (Eds.) *Conflict in Teams*.

Cabrera, S.F. and Thomas-Hunt, M.C. (2007). "Street Cred" and the executive woman: The effects of gender differences in social networks on career advancement. In E. Lawler, S. Thye, and S. Correll (Eds.). *Advances in Group Processes: Gender*.

Neale, M.A., Mannix, E. A. and Thomas-Hunt, M.C. (2005). *Research in Managing Groups and teams: Status & Groups*, vol. 7, Elsevier Science Press.

Thomas-Hunt, M.C. and Phillips, K.W. (2003). Managing in the dynamic organization: The effects of revolving membership and changing task demands on expertise and status in groups. In R. Peterson and E.A. Mannix (Eds.). *Leadership in Dynamic Organizations*, New York: LEA, Inc.

Thomas-Hunt, M. C. & Gruenfeld, D. H. (1998). Strategies for working with a foot in both worlds: How boundary spanners participate in work groups. In M. A. Neale, D. H. Gruenfeld, and E. A. Mannix, (Eds.). *Research on Managing in Groups and Teams*, Vol. 1 (pp. 39-57), JAI Press.

House, R., Rousseau, D., and Thomas-Hunt, M.C. (1995). The Third Paradigm: Meso Research Comes of Age. In L.L. Cummings and B.M. Staw (Eds.), *Research in Organizational Behavior*, Vol. 17, (pp.71-114), JAI Press.

MANUSCRIPTS INVITED FOR REVISION, UNDER REVIEW, PREPARING TO SUBMIT

Belmi, P. Raz, K., Neale, M., & Thomas-Hunt, M. Discrimination in the elite labor market. Revision requested *Academy of Management Journal*, revision requested.

Han, I., Belmi, P., & Thomas-Hunt, M. Why Seeing Growth Mindset Matters: First-Generation Graduates and the Experience of Belonging and Identity Threat at Work. *Personality and Social Psychology Bulletin*, under review.

ONGOING RESEARCH

The Effects of Expertise and Power Distribution on Leader Approaches to Information Sharing in Problem Solving Groups (with Chad Proell, Matthew Rodgers, Stephen Sauer)

Perpetuating Inequality: The Legitimizing Role of Status in Resource Claiming Behaviors (with Stephen Sauer, Matthew Rodgers and Chad Proell).

Race, gender and ethnicity in negotiation perceptions and outcomes (with Allison Elias and Inhyun Han). *Data collection*.

Are we sure diversity helps teams? It depends. (with Allison Elias, Alexandra King, Denise Loyd and Peter Belmi). *Theory conceptualization*.

Giving her the floor: How solicitation helps female experts be more influential (with Sunny Kim, Kathy Phillips, and Susan Fleming).

CONFERENCE PAPERS:

Han, I., Elias, A. and Thomas-Hunt, M.C. You can't get what you don't ask for, Really: the status advantage and negotiation outcomes. Poster presented at SPSP Virtual Annual Convention, February 2021.

Raz, K., Cowen, A., Behfar, K., Thomas-Hunt, M. C. "In Pursuit of Status: How Individuals' Goals Influence Status-Seeking." Paper presented at INGroup Conference, Bethesda, MA, July 2018.

Han, I., Thomas-Hunt, M.C. (2016). What to do when I'm the Manager's Pet: Managing the Effects of Favoritism in a Collaborative Environment. Paper presented at the International Association of Conflict Management Conference, New York, NY, June 2016.

Neeley, T., Opie, T., Thomas-Hunt, M.C., Wannawiruch "Fon" wiruchnipawan and Jeff Polzer. Language Mandate Affects Hiring and Status Evaluation for Accented Nonnative Speakers in Global Organizations. Paper presented at the Academy of Management Conference, Philadelphia, PA, August 2014.

Raz, K., Thomas-Hunt, M.C. James, E., and Quental, C. Getting what you ask for: How peer information and authority influence negotiation behavior for men and women. Paper presented at the Academy of Management Conference, Philadelphia, PA, August 2014.

Crane, B., Gjata, J., Kesebir, S. & Thomas-Hunt, M.C. Going Global: Managing Nation Culture Status Differences within Heterogeneous Teams. Paper presented at the Academy of Management Conference, San Antonio, TX, August 2011.

Duguid, M.M. & Thomas-Hunt, M.C. Impact of race and socio-economic status on social judgment. Paper presented at the Academy of Management Conference, Chicago, Illinois, August 2009.

Maurizio, M., Thomas-Hunt, M.C. & Galvin, T.L. Diversity in hiring: Interaction effects of multiple status cues on judgments of candidate suitability Paper presented at the Academy of Management Conference, Chicago, Illinois, August 2009.

Thomas-Hunt, M. C., Phillips, K.W., Cabrera, S. F., and Leopold, N. If only they would ask: Expertise, knowledge solicitation and gender task-typing in groups. Paper presented at the Academy of Management Conference, Philadelphia, Pennsylvania, August 2007.

Cabrera, S.F. & Thomas-Hunt, M. C. Risky Business: A theoretical model of the advancement of women executives. Paper presented at the Academy of Management Conference, Philadelphia, Pennsylvania, August 2007.

Burris, E. R., Thomas-Hunt, M.C., and Proell, C.A. (2006) Taking the lead: The effects of power distribution on information sharing and team performance. Paper presented at the Academy of Management Conference, Atlanta, Georgia, August 2006.

Cabrera, S.F., Thomas-Hunt, M.C., & Sauer, S. J. (2006). The evolving manager stereotype: The effects of industry gender-typing on performance expectations for leaders and their teams. Paper presented at the Interdisciplinary Social Sciences Conference, Rhodes, Greece, July 2006.

Thomas-Hunt, M.C., Sauer, S.J. and Morris, P.A. When prestige doesn't help: The effects of racial composition and educational background on external expectations of managerial team performance. Paper presented at the Academy of Management Conference, Honolulu, Hawaii, August 2005.

Phillips, K.W., Loyd, D.L. Thomas-Hunt, M.C., and Whitson, J. Who gets heard? The impact of status on perceptions of experts' behavior within groups. Paper presented at the Academy of Management Conference, New Orleans, Louisiana, August 2004.

Sheldon, O.J. and Thomas-Hunt, M.C. When Timeliness Matters: The Moderating Effect of Status on Behavioral Reactions to Time Delay within Work Interactions. Paper presented at the Academy of Management Conference, New Orleans, Louisiana, August 2004.

Proell, C. A. and Thomas-Hunt, M.C. When powers collide: The interactive effects of status and structural power on resource allocations. Paper presented at the Academy of Management Conference, Seattle, Washington, August 2003.

Burris, E. R and Thomas-Hunt, M.C. Too much of a good thing? The Effects of Complex Configurations of Status on participation and influence within work groups. Paper presented at the International Association of Conflict Management, Park City, Utah, June 2002.

Burris, E.R., Thomas-Hunt, M.C., & Stanton, A. Fact or Fiction: the effect of knowledge and reputation on individuals' influence within groups. Paper presented at the Academy of Management Conference, Denver, Colorado, August, 2002.

Thomas-Hunt, M.C., Ogden, T.Y., and Neale, M.A. Who's really sharing? The context dependent effects of social and expert status on knowledge exchange within groups. Paper presented at the Managing Knowledge in Organizations: Creating, Retaining and Transferring Knowledge Conference, Carnegie Mellon University, September 2001.

Thomas-Hunt, M.C. and Phillips, K.W. Understanding the role of expertise in groups: the effects of an evolving environment. Paper presented at Leadership in Dynamic Organizations Conference, Cornell University, Ithaca, NY, March, 2001.

Phillips, K. W. and Thomas-Hunt, M.C. When what you know is not enough: The effects of expert's influence within work groups. Paper presented at the Academy of Management Conference, Toronto, Canada, August, 2000.

Pasa, S. F. and Thomas-Hunt, M.C. Across the team divide: Can boundary spanning behaviors bridge the gap? Paper presented at the Academy of Management Conference, Toronto, Canada, August, 2000.

Elsbach, K. D., Mclean Parks, J., and Thomas-Hunt, M. C. Managerial “Profiling” through physical identity markers: A study of attribution based on dress and décor. Paper presented at the Academy of Management Conference, Chicago, IL, August, 1999.

Thomas-Hunt, M. C. and Banas, J. T. Multiple commitments multiple conflicts: The multilevel effects of conflict on commitment in organizations. Paper presented at The International Association of Conflict Management Conference, San Sebastian, Spain, July, 1999.

Thomas-Hunt, M. C., Mclean Parks, J. A., and Banas, J.T. A scarlet letter? Identity markers and their meaning across cultural and demographic. Paper presented at The International Association of Conflict Management Conference, San Sebastian, Spain, July, 1999.

Thomas-Hunt, M. C. Multiple commitments multiple conflicts: The multilevel effects of conflict on commitment in organizations. Paper presented at Organization Behavior Conference, Wharton School of Business, University of Pennsylvania, November, 1998.

Williams, K. Y. and Thomas-Hunt, M. C. It’s not all in the task: A closer look at interdependence in groups. Paper to be presented at the Academy of management Conference, Boston, MA, August, 1997.

Northcraft, G.B., Neale, M.A., Tenbrunsel, A., Thomas-Hunt, M.C. Responsibility effects in the allocation of benefits and burdens. Paper presented at the Academy of Management Conference, Vancouver, British Columbia, August, 1995.

Thomas-Hunt, M.C. and Gruenfeld, D.H. The effects of Multiple Group Membership on Integrative Complexity and Performance within a Negotiation Context. Paper presented at the Academy of Management Conference, Vancouver, British Columbia, August, 1995.

Northcraft, G., Neale, M.A., Tenbrunsel, A., Thomas, M.C. The Allocation of Benefits and Burdens: Does it really matter what we allocate? Paper presented at Decision Making and Business Ethics Conference, August, 1994.

Blount, S., Thomas, M.C., Neale, M.A. The Importance of Social context in Trade: Explaining Market Price- Versus Reservation Price-Driven Outcomes in Two-Party Transactions. Paper presented at the Academy of Management Conference, Dallas, Texas, August, 1994.

INVITED ACADEMIC PRESENTATIONS

Harvard University, Kennedy School, April 2013
Washington University, Olin School, April 2011
UCLA, Anderson School, May 2011
Massachusetts Institute of Technology, March 2008
Yale University, SOM, March 2008
Harvard University, Harvard Business School, April 2007
University of Virginia, Darden School of Business, March 2007
University of Michigan, March 2007
Carnegie Mellon, April 2006

MEDIA:

“When talking about bias backfires,” *Women at Work*, New York Times Sunday Review

“Sheryl Sandberg And Adam Grant Reveal The Real Solution To Ending Gender Discrimination At Work” <http://www.businessinsider.com/sheryl-sandberg-adam-grant-solution-to-ending-gender-discrimination-at-work-2014-12#ixzz3UC113F97>

“Risky Business,” *Paula Zahn Show*, CNN. Segment aired February 21 & 27, 2007.

“Experiment Finds Race Trumps a Prestigious Degree,” *Daniel Fischer Full Disclosure*, Forbes Blog October 19, 2010

“Why an MBA May not Shield You from Bias in Corporate Management,” BNET October 20, 2010

TEACHING EXPERIENCE:

Negotiations, 2020, Stanford GSB

Negotiations, 2013-present, University of Virginia

Bargaining & Negotiations, 2009-2012, University of Virginia

Negotiations, Semester at Sea, Summer 2013

First Year Leading Organizations, Spring 2011, Spring 2012, Fall 2014, University of Virginia

Doctoral Workshop, Darden, Fall 2010, University of Virginia

Managing and Leading Organizations, 2003-2005, Cornell University

Negotiations, 2000-2008, Cornell University
Leading Teams & Organizations, Cornell University
Strategic Perspectives Leadership Simulation, Cornell University
Doctoral Seminar in Social Status in Organizations, Cornell University
Doctoral Seminar in Research Methods, Cornell University
Negotiation Essentials, Cornell University
Conflict Management & Negotiation, Stanford University
Introduction to Organization Theory and Behavior, Washington University
Negotiations, Washington University
Negotiations, Northwestern University, Fall 1995

EXECUTIVE EDUCATION/PRACTICING MANAGER ENGAGEMENT:

Beverly Cobble Rodriguez Lectureship, University of Virginia, January 2021
Over Twenty Tech Industry Diversity, Equity Inclusion Firesides
University of Delaware NSF Advance, External Advisory Committee 2015-present
Bias Interrupters Working Group
The Women's Leadership Program (Charlottesville & Dubai), Darden, Faculty Leader
Leading Women Executives, Chicago
Northrop Grumman, Negotiations
NCWIT, Team Dynamics
UVA Facilities, Negotiations
US SIF Webinar, Effective Team Practices
Maker's Conference, Hyper-effective Teams
Filene's Institute, Women's Leadership in Credit Unions
www.LeanIn.org, Team Dynamics Video
PLE Turnaround Program (Faculty Leader across programs), Darden Exec Ed
GBTA, Darden Exec Ed
NAMIC, Darden Exec Ed
CUES, Darden Exec Ed
BAR, Darden Exec Ed
LOE, Darden exec Ed
LAM, University of Virginia
Stanford University's Clayman Institute
City of Richmond, Virginia Board of Education, PLE (Darden) Exec Ed
CAHRS Working Group Global Diversity (NYC, Shanghai)
Smith Executive Leadership Program
Oneida Nation

OSRAM Sylvania
Executive MBA Program, Cornell
CUES at Cornell
Alcan
Salomon Smith-Barney
Toigo Foundation
IST, Corning, NY
NRG, Brooklyn Park, MN
EasCorp, Woburn, MA
Leadership Development Program, Cornell University
Minority Business Contractors, Washington University Program
Charter Communication
Leadership Evanston
Maynard Institute
Foster Care Coalition, St. Louis, MO

TEACHING MATERIALS:

“REMARKABLE MIND: HENRY (HANK) FOSSEY, PHD,” Darden Case # UVA-OB-1013-1014

“REMARKABLE MIND: KENNETH BRYANT,” DARDEN CASE # UVA- OB- 1015-1016

- TEACHING NOTE #UVA-OB-1013

“MARISSA MAYER AT GOOGLE,” DARDEN CASE # UVA-OB-1028

- TEACHING NOTE UVA-OB-1028TN

“STRATCOMM: JESS B. DARDEN CASE # UVA-OB-1044

“STRATCOMM: MORGAN G.”. DARDEN CASE # UVA-OB-1045

- TEACHING NOTE DARDEN CASE #UVA-OB-1044TN

“A PLACE TO CALL HOME: THE MALONES, DARDEN CASE # UVA-OB-1935

“A PLACE TO CALL HOME: CHRIS HOLLAND,” DARDEN CASE # UVA-OB-1936

- TEACHING NOTE DARDEN CASE # UVA-OB-1935TN

“GETTING STARTED CHRIS HOLLAND,” DARDEN CASE # UVA-OB-1085

“GETTING STARTED DEVON PRICE,” DARDEN CASE # UVA-OB-1086

- TEACHING NOTE DARDEN CASE # UVA-OB-1085TN

“PHILLY CLEANS: GEORGE MITCHELL,” DARDEN CASE # UVA-OB-1939

“PHILLY CLEANS: JIM EVANS,” DARDEN CASE # UVA-OB-1940

- TEACHING NOTE DARDEN CASE # UVA-OB-1939TN

“NEW PLANET MUSIC: CHARLIE,” DARDEN CASE # UVA-OB-1089
“NEW PLANET MUSIC: FRANCIS,” DARDEN CASE # UVA-OB-1090
○ TEACHING NOTE DARDEN CASE # UVA-OB-1089TN

TEACHING INTERESTS:

Leading Teams
Negotiations
Power & Influence
Leading Organizations
Women & Leadership (in Tech)
Leveraging Human Capital
Leading through Communications

GRANTS:

NSF Doctoral Dissertation (Susan Cabrera) Improvement Award, PI
NSF Cornell ADVANCE, co-PI
Triad Foundation, 2006, \$5000
Dispute Resolution Research Center, The Allocation of Benefits and Burdens, 1993,
\$1200
Dispute Resolution Research Center, The Effects of Constituencies and Group
Identification on Integrative Complexity and Performance within a Negotiation Context,
1994, \$1300

HONORS:

Darden Wells Fargo Research Award (Highest research award at Darden), Spring 2017
Darden Outstanding Faculty Nomination, Spring 2011
Constance E. Cook & Alice C. Cook Award, 2009
Ada B. Howe Fellowship
4.5 club Cornell University
Reid Teaching Award ('99-'00, '98-'99, '97-'98), Washington University
Petersen Fellowship - Northwestern University
University Fellowship - Northwestern University
Awarded Chancellor's Ethnic Minority Fellowship at Berkeley, 1995
State Farm Dissertation Award, Finalist
1995 INFORMS College Best Dissertation Proposal Award, Finalist
Doctoral teaching Award, KGSM-Northwestern University, 1995-96

ACADEMIC AND COMMUNITY SERVICE:

Airbnb.org Board, August 2020-present
Center for Nonprofit Excellence, 2016-2018
Piedmont CASA, 2015-2017
UVA Academic Strategy Committee, 2015- 2017

UVA Diversity Deans Forum, 2016- 2017
UVA Charge Internal Advisory Board, 2016- 2017
University of Delaware NSF ADVANCE IT External Advisory Committee, ongoing
Cornell ADVANCE Team, Evaluation Co-PI (Summer 2008- 2009)
Darden Dean's Search Committee, Summer 2014
Operation Team, Darden School, 2016- 2017
Strategy Policy Committee, Darden School, 2016- 2017
University Diversity Council, 2016- 2017
Darden Faculty Search Committees, ex officio on all faculty searches, 2016- 2017
Darden Research and Course Development Committee, Chair, July 2014- 2016)
NSF Panelist, Science of Organizations, Dec 2011- 2013
University of Virginia, Provost Search Committee., Spring/Summer 2011
Leadership in Academic Matters (LAM) Advisory Committee, Fall 2011-2017
Partnership for Leaders in Education Engagement Committee, 2011- 2013
Darden Executive Education Policy Committee, Fall 2012-2015
Darden Academic Standards Committee 2010- 2012
Darden Promotion & Tenure Committee Fall 2011-2012
Darden Doctoral Student Committee, Fall 2011-2017
Darden Doctoral Committee Chair (Inhyun Han, Kelly Raz and Sean Carr)
Dean Robert Bruner Reappointment committee, Darden, Winter 2011
Behavioral Research at Darden, Academic Director, Spring 2010-2017
Darden CORE Seminar Series Coordinator
Darden Norms Committee Summer/Fall 2011
Darden Communications Working Group Fall 2010-11
GEM Recruiting Committee, Darden, Fall 2011
Graduate Associate, Women's Residential College, Northwestern University
Effective Search Practices Seminar, Faculty Facilitator, Cornell University (Fall 2008)
University Diversity Council, Diversity Research Network subcommittee, Lead
BGBA, co-adviser
Diversity Action Group, Johnson School, Cornell
Leadership Alliance Program, mentor, Cornell
LEAD, conducted session, Cornell (Summers 2005; 2003; 2002)
CampStartup, faculty advisor (present), instructor (Summer 2002, 2007)
Cornell Doctoral Committee Member (Ethan Burris, Chad Proell, Oliver Sheldon, Stephen Sauer)
Cornell Doctoral Chair: Susan Cabrera, Co-chair: Michelle Duguid)
Faculty in Residence, Cornell University
Park Fellows Committee (Academic sub-committee '02-'03), JGSM
Coordinator M&O Doctoral program, JGSM, summer 2000- summer 2007
Business Minority Council Advisor, Washington University
Faculty Associate, Washington University
Affirmative Action Committee, Olin School, Washington University
MBA Admissions Committee, Washington University
MBA Curriculum Committee, Washington University

OCCASIONAL REVIEWER:

Academy of Management Journal
Academy of Management Review

Administrative Science Quarterly
Journal of Applied Psychology
Journal of Experimental Social Psychology
Journal of Organizational Behavior
Management Science
Organization Behavior and Human Decision Processes
Organizational Dynamics

MEMBERSHIPS:

Academy of Management
International Association of Conflict Management
InGroup
SHRM