

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

- Leadership & Organizations Area Head Spring 2022-present
- Leadership & Organizations Faculty Search Chair 2021-22 (Search yielded 3 hires)

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

Senior Advisor Community & Connection, Darden Dean's Staff Summer 2021- present

Senior Advisor, Airbnb, Summer 2021-present

Vice President, Executive Team Member, Global Head of Diversity & Belonging, Airbnb, May 2019- June 2021

- Designed & led strategy and execution for advancing global diversity and belonging across tech company of ~5000 people with offices across the Americas, EMEA and APAC
- Established groundbreaking company-wide diversity goals and executive diversity and belonging plans
- Responsible for People Analytics' function
- Led CEO's Connection & Belonging Research Initiative
- Part of Executive Team, including 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- 2019

- 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

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

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

## REFEREED PUBLICATIONS:

Belmi, P. Raz, K., Neale, M., & Thomas-Hunt, M. Discrimination in the elite labor market. *Organization Science*, conditionally accepted.

Kaveladze, B.T., Morris, R., Dimitrova-Gammeltoft, R.V., Goldenberg, A., Gross, J.J., Antin, J., Sandgren, M., and Thomas-Hunt, M. (forthcoming). Social Interactivity in Live Video Experiences Reduces Loneliness. *Frontiers in Digital Health, section Digital Mental Health*.

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

Roberts, L. Morgan and Thomas-Hunt, M.C. 2022. Data-driven approaches to diversity, equity and inclusion. People + Strategy, Winter Issue, <https://www.shrm.org/executive/resources/people-strategy-journal/winter2022/Pages/feature-approach-DEI-data-morgan-roberts.aspx>

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

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*, 2<sup>nd</sup> round revision requested.

Inclusion Unlocked (with Dev Modi and Marc Woods), accepted book contract with Wiley, manuscript due 4/1.

#### ONGOING RESEARCH

English Mandates on the Hiring and Status Loss of Non-native English-Speaking Employees (with Cat Owsik, Chad Vickers, Christine Koval, Tsedal Neeley and Tina Opie). *Additional Data collection*.

Mitigating platform bias through connection (with Naomi Fa-Kaji and Ayana Younge). *Experiments underway*.

The formulation of connection in new environments: a qualitative investigation of newcomers' experiences across difference. (with Ayana Younge). *Launching interviews*.

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

#### 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

UVA Batten School, March 2021

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:

Closing the Pay Gap Media Blitz with UKG, September 2022

Make Business Better: In Conversation with Zach Seward, Quartz,  
<https://qz.com/2041517/how-to-craft-dei-initiatives-that-make-an-impact/>

“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#ixzz3UCI13F97>

“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:

Leading and Managing Diverse Groups, 2022-present, University of Virginia

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, Fall 2021, Fall

2022 University of Virginia

Doctoral Workshop, 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:**

Leading Diversity, Darden Exec Ed, Faculty co-lead, November 2022

LinkedIn, March 2022, Women's Month Fireside

UKG, Board Member, May 2021-present

Delivery Hero, Diversity Advisory Board Member, Fall 2021-22

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

Leading Diversity (Faculty co-Lead), Darden Exec Ed  
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:

Skills for Advancing Social Equity

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:

Harlem Academy, June 2022-present  
Koko.ai, December 2021- present  
Boys and Girls Club of Central Virginia, July 2021-present  
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 Personality and 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