EILEEN Y. CHOU

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ACADEMIC POSITION

Batten School of Leadership and Public Policy, University of Virginia

2024 – Present	Batten Family Bicentennial Teacher-Scholar Leadership Professor of Public Policy
2022 – 2024	Batten Family Bicentennial Teacher-Scholar Leadership Associate Professor of Public Policy Casteen-Donchian Faculty Fellow in Ethics (2022-2023)
2017 – 2022	Associate Professor of Public Policy (with tenure)
2012 – 2017	Assistant Professor of Public Policy

ADMINISTRATIVE POSITION

Batten School of Leadership and Public Policy, University of Virginia

Aug. 2026 – Present	Interim Dean
2023 – Aug. 2026	Associate Dean for Academic Affairs

EDUCATION

2012	Kellogg School of Management, Northwestern University Ph.D. In Management & Organizations
2007	California Institute of Technology M.S. In Social Science
2005	University of California Los Angeles B.A. In Psychology and Economics *Summa cum Laude*; *Phi Beta Kappa*. Department Scholar in Economics (Top 1% of graduating class)

RESEARCH INTERESTS

- Social Control Mechanisms
- Negotiation & Interactive Decision Making
- Hierarchy: Power, Status & Leadership

PUBLICATIONS

*denotes student or post-doc collaborator ΨdenotesΨ equal authorship, authors listed alphabetically

Halevy, N., Chou, E. Y., Levine, E. E., & Schweitzer, M. E. (2025) Brokered Distances: Trust in Brokers within and Between Organizations. *Organizational Psychology Review, 15*(2). DOI: doi.org/10.1177/20413866251328917

Zickfeld J. H. et al., (2024) Effectiveness of ex ante honesty oaths in reducing dishonesty depends on content. *Nature Human Behaviour.* DOI: doi.org/10.1038/s41562-024-02009.

*Pai, J, Chou, E. Y., & Halevy, N. (2023) The Humor Advantage: Humorous Bragging Benefits Job Candidates and Entrepreneurs. *Personality and Social Psychology Bulletin*, *51*(8), 1330-1344.

ChouΨ, E. Y, HsuΨ, D. Y., & MyungΨ, N. (2022) Once Bitten, Twice Shy: The negative spillover effect of seeing betrayal of trust. *JEP-Applied*, *28*(2), 360–378.

* Best Paper Award finalist, AOM Managerial & Organizational Cognition (MOC) Division

Chou, E. Y., & Phillips, K. (2022). Unpacking the black box: How inter- and intra-team forces motivate team rationality. *Decision, 9(3),* 250–262.

Sanner, B., *Ziauddin, H., & Chou, E. Y. (2022). Are we really better together? A bottom-up aggregation of communal orientation and its effect on interdependent decision-making. *Group Processes and Intergroup Relations. 25*(1), 85-105.

= = = = = = Maternity Leave 2021 = = = = = =

ΨChou E. Y., ΨHsu, D. Y., & *Hernon, E. (2020). From slacktivism to activism: Improving the commitment power of e-pledges for prosocial causes. *PlosONE*. 15(4):e 023131.

Halevy, N., Jun, S., & Chou, E., Y. (2020) Intergroup Conflict is Our Business: CEOs' Ethical Intergroup Leadership Fuels Stakeholder Support for Corporate Intergroup Responsibility. *Journal of Business Ethics, 162(1),* 229-246.

Chou, E. Y (2019). Why We're Drawn to Leaders Who Emphasize the Negative, *Harvard Business Review*, (January 2019).

Chou, E. Y. (2018). Naysaying and Negativity Promote Initial Power Establishment and Leadership Endorsement. *Journal of Personality and Social Psychology*, *115(4), 638-656*.

*Reprinted in *Management Insights* in Chinese (Issue 1, 2019) and English (Annual issue, 2019)

Chou E. Y. Halevy, N., Galinsky, A., & Murnighan, J. K. (2017) The Goldilocks contract: The

synergistic benefits of combining structure and autonomy for persistence, creativity, and cooperation**.** *Journal of Personality and Social Psychology, 113(3), 393-412*.

Chou, E. Y., Parmar, B. L., & Galinsky, A. D. (2016). The Link Between Income Inequality and Physical Pain, *Harvard Business Review* (March 2016).

Chou, E. Y. & Nordgren, L. (2016) Safety in numbers: How the mere presence of others increases risk taking behaviors. *Journal of Behavioral Decision Making*, *30*: 671-682.

Chou, E. Y., Parmar, B., & Galinsky, A. D. (2016). Economic instability induces physical pain. *Psychological Science, 27*: 443-454.

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.

Waytz, A., Chou, E. Y., Galinsky, A., & Magee, J. (2015). Not so lonely at the top, *the New York Times.*

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.

Chou, E. Y. (2015) Will people ever trust e-signatures, *Live Science Expert Voices*

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.

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.

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.

Chou, E. Y. & Murnighan, J. K. (2013). Life or death decisions: framing the call for help. *PLosONE. 8*(3): e57351.

*Best Paper Proceedings, Academy of Management Meetings, 2010

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.

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.

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.

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.

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

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.

Ostling, R., Wang, J., Chou, E. Y., & Camerer, C. (2011) Testing game theory in the field: Swedish LUPI lottery games. *American Economic Journal-Microeconomics*, *3*(3), 1-33.

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.

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.

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

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.

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*.

PAPERS UNDER REVIEW

*denotes student or post-doc collaborator $^{\Psi}$denotes equal authorship and authors listed alphabetically

*Pai, J., Raveendhran, R., *Lisnek, J., Brown-Iannuzzi, J., & Chou, E. Y. Merit or Misstep? The

Opportunities and Risks of Algorithmic Hiring for Women in Male-Dominated Fields. Under review

ΨChou, E. Y. & *ΨPai, J. The Distortionary Power of Naysaying: Naysaying and Negativity Inflate Decision-Makers' Confidence. Under review.

Tang, S, & Chou, E. Y. Feelings of low personal control increase preference for leaders with religious beliefs. Invited resubmission from *Social Psychological and Personality Science*.

WORKING PAPERS

*denotes former student or post-doc collaborator

*Rong, Y., Pai, J., Hsu, D. Y., & Chou, E. Y. Employee's Sense of Power Affects Voice Behavior through Task-Conflict Perception: The Moderating Effect of Supervisor's Sense of Power.

*Winner of the Best Paper Award, AOM Managerial & Organizational Cognition (MOC) Division, 2025.
*Best Paper Proceedings, Academy of Management Meetings, 2025.

*Rong, Y., Yang, S., Jiang J., & Chou, E. Y. Speaking up to A Trustworthy Leader: Evidence from Leader Status and Power (In)Congruence.

Chou, E. Y., *Katz, J., Halevy, N., & Murnighan, J. K. The calculative induction of reciprocity.

Chou E. Y. & Galinsky, A. Mothers know best: Expecting parents' intuition of their baby's sex.

Chou, E. Y., Sullivan, E*., & Meyer*, A. Economic insecurity and income distribution.

SELECTED WORK IN PROGRESS

*denotes student or post-doc collaborator

*Austin, M., & Chou, E. Y. Impervious to Pain: Power leads to perception of invincibility
*Austin, M., & Chou, E. Y. Hivemind – How people make decisions for each other
*Austin, M., Adams, G., & Chou, E. Y. Who Did the Work? Egocentric Bias in Human-AI Collaboration.
*Pai, J., & Chou, E. Y. AI and decision-making biases
*Zhang, W., Pai, J., & Chou, E. Y. AI and decision-making biases
*Austin, M., & Chou, E. Y. Impervious to Pain: Power leads to perception of invincibility
*Austin, M., & Chou, E. Y. Hivemind – How people make decisions for each other
Chou, E. Y., & Halevy, N. Economic insecurity and brokering behavior at the workplace
*Sullivan, E., Myer, A., & Chou, E. Y. Cultural orientations affect support for redistributive tax policies.
Chou, E. Y., & Nordgren, L. Relational impact intervention and motivation
*Jurcevic, I., Chou, E. Y., & Braithwaite, J. The Role of Economic Adversity and Insecurity in Perseverance

*Jurcevic, I., Chou, E. Y., & Trawalter, S. Silence of the lamb
Chou, E. Y., & Hsu, D. Why do We Procrastinate? Goal Paralysis in the Face of Threats
Hsu, D. & Chou, E. Y. Perspective taking causes to ethical lapses
Rong, Y., Hsu, D. Y., & Chou, E. Y. Asymmetric impact of voice and conflict: A field study
Sanner, B., Chou, E. Y., & Duguid, M. Vicariously homosexual? A field study of homosexual role on future outcomes in the entertainment industry.
Sanner, B. & Chou, E. Y. Negativity, Creativity, and Goal Pursuit.
Chou, E. Y., White, R., & Duckworth, A. Student motivation and construal level
Chou, E., Y., Hanbury, M., & Nordgren, L. The coffee shop effect: Solitude and creativity
Wang, C., & Chou, E. Y. The foodie project: Believability of sustainability movement
Tang, S., & Chou, E. Y. King Arthur's contract
Tang, S., & Chou, E. Y. Religiosity and Lack of Control shapes Moral Flexibility
McGrath, S., Chou, E. Y., & Galinsky, A. D. Two is less than one: Value of bundling
Cao, J., Chou, E. Y., & Murnighan, J. K. Pay it forward.

HONORS AND AWARDS

Best Paper Award Winner, AOM Managerial & Organizational Cognition (MOC) Division, for "Employee's Sense of Power Affects Voice Behavior," 2025.

Best Paper Proceedings, Academy of Management Meetings, for "Employee's Sense of Power Affects Voice Behavior," 2025.

Faculty Excellence in Service Award, Batten School of Leadership and Public Policy, 2025

Outstanding Researcher, University of Virginia, 2024

Faculty Excellence in Teaching Award, Batten School of Leadership and Public Policy, 2023

Inaugural Batten Family Bicentennial Teacher-Scholar Leadership Chair Professorship, 2022

Casteen- Donchian Faculty Fellow in Ethics, 2022-2023

Society of Experimental Social Psychology, Elected Fellow, 2022

Faculty Fellow, the Raven Society at UVA, Spring 2022

Best Paper Award finalist, AOM Managerial & Organizational Cognition (MOC) Division, Summer 2021

Leadership in Academic Matters, Participant, UVA, Spring 2020

All University Teaching Excellence Award, UVA, 2016-2017

Faculty Excellence in Teaching Award, Batten School of Leadership and Public Policy, 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 'save 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

UVA 3 Cavaliers Grant. AI as the new Jeeves? Demographic Factors that systematically influence preference for algorithms versus human mentors. (CoPI with Roshni Raveendhran and Jazmin Brown-Iannuzzi; $60,000, 2021-2022.

UVA 3 Cavaliers Grant. The Moderating Effects of structured versus case Interviews on Candidate Rapport-Building Impressions and Outcomes. (CoPI with Bidan Parmar and Gary Ballinger; $60,000, 2018-2020.

Society for the Psychological Study of Social Issues (SPSSI) Local & State Policy Initiative grant. Confederate Memorabilia Conundrum: Uniting Communities with a Legacy of Injustice (CoPI with Ines Jurcevic, Benjamin Converse, and Sophie Trawalter; $2,000, 2017-2018.

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

Graduate Fellowship, Northwestern University. 2008, 2009, 2010

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

TEACHING INTERESTS

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

TEACHING EXPERIENCE

Batten Showcase, Batten, UVA (1st year undergraduate course)
Average Rating Achieved: 4.67 out of 5

Negotiations, Batten, UVA (MPP elective)
Average Rating Achieved: 5 out of 5

Negotiations, Batten, UVA (Undergraduate elective)
Average Rating Achieved: 4.71 out of 5

Negotiations, Darden, UVA (MBA elective)
Average Rating Achieved: 4.88 out of 5

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

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

Behavioral Science for Civic leadership (Formerly titled Introduction to Civic Leadership, Batten, UVA (Undergraduate core)
Average Rating Achieved: 4.96 out of 5

Negotiations, Kellogg School of Management, Northwestern University (Spring 2012)
Average 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

EXECUTIVE EDUCATION PROGRAMS

University of Virginia, University Advancement Leadership Retreat, 2021-2022

University of Virginia, Darden Graduate School of Business
Negotiating Success - A Learning Laboratory, 2017, 2018
Leadership Development Program, 2017, 2018, 2019, 2020
Allan Myers Program, 2019, 2022
UVA Advancement Executive Program

University of Virginia, Batten School of Leadership and Public Policy
Virginia State Bar
House Chief of Staff
Managerial Negotiations
School of Engineering and Applied Science
Chemical Engineering
UVA Human Resources

SELECTED INVITED TALKS

2025-2026: Washington University in St. Louis – Olin School of Business (deferred due to administrative appointment)

2023-2024: UCLA Anderson School of Business (Postponed)

2022-2023: National University of Singapore
National Chengchi University, Taiwan

2021-2022: Cornell University, ILR School (Postponed due to COVID)

2019-2020: Washington University in St. Louis – Olin School of Business (Rescheduled due to COVID)
Jefferson Society Distinguished Speaker Series (Rescheduled due to COVID)
UVA Women Leadership Development Program

2018-2019: University of North Carolina – Chapel Hills
Jefferson Scholars Foundation Institute for Leadership and Citizenship

2017-2018: Stanford University
University of Wisconsin – Madison
National Taiwan University
UVA-Deloitte Professor Series

2016-2017: Jefferson Scholars Foundation Institute for Leadership and Citizenship

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

SELECTED CONFERENCE PRESENTATIONS

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).

SELECTED PROFESSIONAL SERVICE

Editorial Board

Organizational Behavior and Human Decision Processes	2020 – 2024
Journal of Personality and Social Psychology	2018 – 2020

Ad-Hoc Reviewer

Austrian Science Foundation Grant (ASF)
Academy of Management Discoveries
Israel Science Foundation Grant (ISF)
Journal of Experimental Social Psychology
Journal of Managerial Psychology
Journal of Personality and Social Psychology
Management Science
Nature Communication
Organizational Behavior and Human Decision Processes
Organizational Science
PNAS
Psychological Science
Psychological Reports
Public Administration Review
Social Sciences and Humanities Research Council of Canada – Grant Review
The Eurasian Economic Review
The Scandinavian Journal of Economics

SCHOOL/UNIVERSITY SERVICE

UVA Policy Review Committee – Academic Associate Dean Representative (AY2025)
Tadler University Professor Search Committee (Fall 2024)
McIntire Dean's Search Committee (Fall 2024)

GVSP Project Manager Search Committee (Spring/Summer 2024)
Batten Family Bicentennial Distinguished Leadership Endowed Professorship Committee, 2023
Batten School Director of Marketing and Communications Search Committee, 2023
Batten School Admission Committee, 2022-2023
Algernon Sydney Sullivan Committee (University-level committee), 2023
Batten School IT Director Search Committee, 2022
Batten Executive Committee, 2020-2022
Batten Family Distinguish Chair Professor Search Committee, 2019-2020.
Algernon Sydney Sullivan Committee (University-level committee), 2020
Batten Teaching Faculty Search committee, 2019-2020 (Chair)
Batten Research Speaker Series, 2019-2020
Curriculum Committee (BA Curriculum), 2019-2020
Organizational Excellence (University-level committee), 2019-2020
Algernon Sydney Sullivan Committee (University-level committee), 2019
Batten Jr. Faculty P&T committee, 2018 (Co-chair)
Batten Third-Year Review committee, 2018-2019
Batten Faculty Promotion committee, 2018
Graduate Teaching Awards Review, 2018
Batten Dean's Reappointment Committee, 2018
Batten Jr. Faculty P&T committee, 2017
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 (Co-chair), 2016-2018
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

Scott Baker, Ph.D. (Dissertation committee member)
Brendan Boler, Ph.D. (Dissertation committee member)
Alex Schiller, Ph.D. (Dissertation committee members)
Christopher A. Gay, Lt Col, USAF, Ph.D. expected 2016 (Dissertation committee members)
Rebecca Frasier, Ph.D. (Dissertation committee members)
Brendan Boler, Ph.D. (Dissertation committee members)
Sean Carr, Ph.D. Now at Batten Institute (Dissertation committee members)
Marshall Hanbury, BA (undergraduate thesis advising)
Scott McGrath, BA (undergraduate thesis advising)
Bryan Kardos, BA (undergraduate research advising)
Megan Yu, BA (undergraduate research advising)
Eileen Hernon, BA (undergraduate research advising)
Hector Quijano, BA(undergraduate research advising)
Emmet Sullivan, BA (undergraduate research advising)
Savannah Page, BA (undergraduate research advising)
Giovanna de Almeida (undergraduate research advising)
Elizabeth Farnsworth (Art Administration DMP; chair)
Kate Dudley (Art Administration DMP, committee member)
Jessica Li (undergraduate research advising)
Alex Wang (undergraduate research advising)
Natalie Baumeister (research advising)
Rosalia Bailey (undergraduate research advising)
Alyssa Bui (undergraduate research advising)
Maura Austin (Postdoc)

SELECTED MEDIA MENTIONS

Domestic Press:
New York Times; Scientific American; How Stuff Works; Forbes; Fortune; Wall Street Journal; NPR Morning Edition; Fast Company; Harvard Business Review; Medium; Hidden Brain; National Affairs; Inc.Com; 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); pozripracu.sk (Slovakia); Neolaia.gr (Greece); Forbes India

PROFESSIONAL CONSULTING

Library of Congress, Federal Research Division Research Advisor

Expert Witness Advisor for State of Georgia State Election Board (pro bono)
Blooders.org, collaborating with Universidad de Monterrey, Mexico (pro bono)
UVA PISCES Leadership Team – Organization and Management Infrastructure