

JACK A. GONCALO
Cornell University
School of Industrial and Labor Relations
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Ithaca, NY 14853
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Academic Positions

- 2013-present The Proskauer Professor
- 2011-present Associate Professor (with tenure), Dept. of Organizational Behavior, Cornell University, ILR School (Field membership in Cognitive Science)
- 2004 – 2011 Assistant Professor, Dept. of Organizational Behavior, Cornell University, ILR School

Education

University of California at Berkeley, Berkeley, CA
Haas School of Business
Ph.D. in Business Administration (2004)
Concentration: Organizational Behavior

University of California at Berkeley, Berkeley, CA
Haas School of Business
M.S. in Business Administration (2001)

University of California at Berkeley, Berkeley, CA
B.A. in Psychology with Highest Honors and Distinction (1999)

Journal Articles

Duguid, M.M. & Goncalo, J.A. (2015). Squeezed in the middle: The middle status trade creativity for focus. In press, *Journal of Personality and Social Psychology*.

Goncalo, J.A., Vincent, L.C. & Krause, V. (2015). The liberating consequences of creative work: How a creative outlet lifts the physical burden of secrecy. *Journal of Experimental Social Psychology*, 59, 32-39.

- Goncalo, J.A., Chatman, J.A., Duguid, M.M. & Kennedy, J.A. (2015) Creativity from constraint? How political correctness influences creativity in mixed sex work groups. *Administrative Science Quarterly*, vol. 60, no. 1, 1-30.
- Kim, S.H., Vincent, L.C. & Goncalo, J.A. (2013). Outside advantage: Can social rejection fuel creative thought? *Journal of Experimental Psychology: General*, 143 (3), 605-611.
- Vincent, L.C., Emich, K. & Goncalo, J.A. (2013). Stretching the moral gray zone: Positive affect, moral disengagement and dishonesty. *Psychological Science*, 24 (4), 595-599.
- Leung, A.K.Y., Kim, S., Polman, E., Ong, L.S., Qiu, L., Goncalo, J.A. & Sanchez-Burks, J. (2012). Embodied Metaphors and Creative "Acts." *Psychological Science*, 23(5), 502-509.
- Goncalo, J.A. & Duguid, M.M. (2012). Follow the Crowd in a New Direction: When Conformity Pressure Facilitates Group Creativity (And When It Does Not). *Organizational Behavior and Human Decision Processes*, 18 (1), 14-23.
- Duguid, M.M. & Goncalo, J.A. (2012). Living Large: The Powerful Overestimate Their Own Height. *Psychological Science*, 23 (1), 36-40.
- Mueller, J.S., Melwani, S. & Goncalo, J.A. (2012). The bias against creativity: Why people desire but reject creative ideas. *Psychological Science*, 23 (1), 13-17.
- Mueller, J.S., Goncalo, J.A. & Kamdar, D. (2011). Recognizing creative leadership: Can creative idea expression negatively relate to perceptions of leadership potential? *Journal of Experimental Social Psychology*, 47, 494-498.
- Goncalo, J.A., Flynn, F.J. & Kim, S.H. (2010). Are two narcissists better than one?: The link between narcissism, perceived creativity and creative performance. *Personality and Social Psychology Bulletin*, 36, 1484-1495.
- Goncalo, J.A., Polman, E. & Maslach, C. (2010). Can confidence come too soon?: Collective efficacy, conflict and group performance over time. *Organizational Behavior and Human Decision Processes*, 113, 13-24.
- Goncalo, J.A. & Kim, S.H. (2010). Distributive justice beliefs and group idea generation: Does a belief in equity facilitate productivity? *Journal of Experimental Social Psychology*, 46, 836-840.
- Goncalo, J.A. & Duguid, M.M. (2008). Hidden consequences of the group serving bias: Causal attributions and the quality of group decision making. *Organizational Behavior and Human Decision Processes*, 107, 219-233.
- Audia, P.G. & Goncalo, J.A. (2007). Success and creativity over time: A study of inventors in the hard-disk drive industry. *Management Science*, 53, 1-15.

Reprinted in Hubert Gatignon (Ed.) (2010). *New Product and Services Development*
Sage Publications.

Goncalo, J.A. & Staw, B.M. (2006). Individualism-collectivism and group creativity. *Organizational Behavior and Human Decision Processes*, 100, 96-109.

Nemeth, C.J. & Goncalo, J.A. (2005). Creative collaborations from afar: The benefits of independent authors. *Creativity Research Journal*, 17, 1-8.

Nemeth, C.J., Personnaz, M., Personnaz, B. & Goncalo, J.A. (2004). The liberating role of conflict in group creativity: A study in two countries. *European Journal of Social Psychology*, 34, 365-374.

Goncalo, J.A. (2004). Past success and convergent thinking in groups: The role of group-focused attributions. *European Journal of Social Psychology*, 34, 385-395.

Co-Edited Volume

Mannix, E.A. & Neale, M.A. & Goncalo, J.A. (2009). *Research on Managing Groups and Teams: Creativity in Groups* (Vol. 12).

Book Chapters

Goncalo, J. A. & Krause, V. (2014). Narcissism and creativity over time: Toward a dynamic model of group creativity. In J. A. Miles (Ed.) *New Directions in Management and Organization Theory* (pp. 63-90). Newcastle upon Tyne, UK: Cambridge Scholars Publishing.

Vincent, L.C. & Goncalo, J.A. (2014). License to steal: How the creative identity licenses dishonesty. In Moran, S., Cropley, D. H. and Kaufman, J. C. *The Ethics of Creativity*, Palgrave MacMillan Ltd, 137-151.

Chatman, J.A., Goncalo, J.A., Kennedy, J.A. & Duguid, M.M. (2012). Political correctness and group composition: A research agenda. In M.A. Neale & E.A. Mannix (Eds.) *Research on Managing Groups and Teams*, vol. 15, 161-184.

Nemeth, C.J. & Goncalo, J.A. (2011). Rogues and heroes: Finding value in dissent. In: J. Jetten, and M. Hornsey (Eds) *Rebels in Groups: Dissent, Deviance, Difference and Defiance*.

Goncalo, J.A. & Krause, V. (2010). Being different or being better?: Disentangling the effects of independence and competition on group creativity. In: S. Thye & E.J. Lawler (Eds) *Advances in Group Processes*, vol. 27, 129-157.

Goncalo, J.A., Vincent, L. & Audia, P.G. (2010). Early creativity as a constraint on future achievement. In D. Cropley, J. Kaufman, A. Cropley and M. Runco (Eds.) *The Dark Side of Creativity*.

Nishi, L.H. & Goncalo, J.A. (2008). Demographic faultlines and creativity in groups. In K.W. Phillips, E.A. Mannix & M. Neale (Eds.), *Research on Managing Groups and Teams*, vol. 11, 1-26.

Nemeth, C.J. & Goncalo, J.A. (2005). Influence and persuasion in small groups. In S. Shavitt & T.C. Brock, (Eds.), *Persuasion: Psychological Insights and Perspectives*, Allyn & Bacon.

Chatman, J.A. & Goncalo J.A. (2001). People in organizations. In N.J. Smelser & P.B. Baltes, (Eds.) *International Encyclopedia of the Social and Behavioral Sciences*, Elsevier Science Ltd.

Conference Proceedings

Krause, V. & Goncalo, J.A. (2013). Narcissism and creativity over time: Toward a dynamic model of group creativity. *New Directions in Management and Organization Theory: Best Papers from the 1st Management Theory Conference*. UK: Cambridge Scholars Publishing.

Kim, S.H., Vincent, L.C. & Goncalo, J.A. (2012). The outsider's advantage: Social rejection can fuel creative thought. In the *Proceedings of the Seventy-First Annual Meeting of the Academy of Management*. Best Paper Award

Goncalo, J.A., Flynn, F.J. & Kim, S.H. (2010). From a mirage to an oasis: Narcissism, perceived creativity and creative performance. In Leslie Toombs (Ed.) *Proceedings of the Sixty-Ninth Annual Meeting of the Academy of Management*.

Goncalo, J.A. & Polman, E.G. (2007). When confidence comes too soon: Collective efficacy, conflict and group performance over time. In George T. Solomon (Ed.) *Proceedings of the Sixty-Sixth Annual Meeting of the Academy of Management*. Best Paper Award.

Goncalo, J.A. & Kandathil, G.M. (2007). Connecting group success to individual achievement: Cross-cultural attributions for group performance. In George T. Solomon (Ed.) *Proceedings of the Sixty Sixth Annual Meeting of the Academy of Management*.

Goncalo, J.A. (2006). An attributional theory of convergent thinking in groups. In K. Mark Weaver (Ed.) *Proceedings of the Sixty-Fifth Annual Meeting of the Academy of Management* (CD).

Papers Submitted for Review

Goncalo, J.A., Krause, V. & Khessina, O.M. "Evaluating the Consequences of Creativity and Innovation." *Revise and Resubmit*, *Research in Organizational Behavior*.

Mueller, J.S., Goncalo, J.A. & Kannan-Narasimhan, R. "A Matching Hypothesis of Idea Evaluation: The Quirky Hair Effect." *Under review*.

Goncalo, J.A., Deri, S., Krause, V. & Tadmor, C. "Divine Inhibition: Religion, Thoughts of God and Creative Task Performance." Under review.

Work in Progress

Available upon request

Conference Presentations

Goncalo, J.A., Deri, S., Krause, V. & Tadmor, C. (2014). "Divine Inhibition: Thinking About God Stifles Creative Thought." Paper presented at the Academy of Management Meeting, Philadelphia, PA.

Duguid, M.M. & Goncalo, J.A. (2014) "Squeezed in the Middle: The Middle Status Trade Creativity for Focus." Paper presented at *EGOS*, Rotterdam, The Netherlands.

Deri, S., Krause, V. & Goncalo, J.A. (2014). "Divine Inhibition: How Thoughts of God Stifle Creativity." Poster presented at the *15th Annual Meeting of the Society for Personality and Social Psychology*, Houston, TX.

Krause, V. & Goncalo, J.A. (2013). "Narcissism and Creativity Over Time: Toward a Dynamic Model of Group Creativity." Paper presented at the *1st Management Theory Conference*, San Francisco, CA. Published in the Best Paper Proceedings.

Goncalo, J.A. & Krause, V. (2013). "Narcissism and Creativity Over Time: Toward a Dynamic Model of Group Creativity." Paper presented at the *6th EuroMed Conference of the EuroMed Academy of Business*, Estoril, Portugal.

Duguid, M.M. & Goncalo, J.A. (2013). "Stuck in the Middle: The Middle Status Trade Creativity for Focus." Paper presented at the *Academy of Management Meeting*, Orlando, FL.

Kim, S.H., Vincent, L.C. & Goncalo, J.A. "The Outsider's Advantage: Social Rejection Can Fuel Creative Thought." Paper presented at the *Academy of Management Meeting*, Boston, MA. Published in Best Paper Proceedings & Best Paper Award (MOC Division).

Goncalo, J.A. & Krause, V. (2011). "Idea Generation and the Anticipation of Choice." Paper presented at the general meeting of the *European Association for Social Psychology*, Stockholm, Sweden.

Goncalo, J.A., Chatman, J.A., Duguid, M.M. & Kennedy, J.A. (2011) "Political Correctness and Idea Expression and Same and Mixed-Sex Groups." Paper presented at *Academy of Management Meeting*, San Antonio, TX.

Chatman, J.A., Goncalo, J.A., Kennedy, J.A. & Duguid, M.M. (2011) "Political Correctness in Diverse Groups." Paper presented at the 15th annual conference on *Research on Managing Groups and Teams*.

Goncalo, J.A., Flynn, F.J. & Kim, S.H. (2010) "From a Mirage to an Oasis: Narcissism, Perceived Creativity and Creative Performance" Paper presented at *INGroup Conference*, Washington, D.C.

Goncalo, J.A., Flynn, F.J. & Kim, S.H. (2010) "From a Mirage to an Oasis: Narcissism, Perceived Creativity and Creative Performance." Paper presented at *Academy of Management Meeting*, Montreal, Canada. Published in Best Paper Proceedings.

Goncalo, J.A. & Kim, S.H. (2009) "Being Different or Being Better?: Priming the Vertical-Horizontal Distinction." Paper presented at *INGroup Conference*, Colorado Springs, CO.

Goncalo, J.A. & Kim, S.H. (2009) "Being Different or Being Better?: Priming the Vertical-Horizontal Distinction." Paper presented at *Academy of Management Meeting*, Chicago, IL.

Goncalo, J.A., Chatman, J.A., Duguid, M.M. & Kennedy, J. (2009) "On the Unintended Consequences of Political Correctness in Work Groups." Paper presented at *Academy of Management Meeting*, Chicago, IL.

Kim, S.H., Isen, A.M. & Goncalo, J.A. (2009) "Choice overload, individual creativity, and the mitigating effect of positive affect." Paper presented at *Academy of Management Meeting*, Chicago, IL.

Goncalo, J.A. & Kim, S.H. (2008). "Being Different or Being Better?: Vertical Individualism Facilitates Creative Idea Generation." Paper presented at the *INFORMS Annual Meeting*, Washington, D.C.

Goncalo, J.A., Chatman, J.A. & Duguid, M.M. (2008). "Political Correctness and Creativity in Mixed and Same-Sex Groups." Paper presented at the *INGroup Conference*, Kansas City, MO.

Goncalo, J.A. & Polman, E.G. (2008) "An Evolutionary Theory of Idea Selection in Brainstorming Groups." Paper presented at the *Academy of Management Meeting*, Anaheim, CA. Published in Best Paper Proceedings

Goncalo, J.A. & Polman, E.G. (2007) "When Confidence Comes Too Soon: Collective Efficacy, Conflict and Group Performance Over Time." Paper presented at the *Academy of Management Meeting*, Philadelphia, PA. Best Paper Award (MOC Division)

Goncalo, J.A. & Kandathil, G.M. (2007) "Cross Cultural Attributions for Group Performance" Paper presented at the *Academy of Management Meeting*, Philadelphia, PA. Published in Best Paper Proceedings & Nominated for Carolyn Dexter Best International Paper Award.

Goncalo, J.A., Chatman, J.A. & Duguid, M.M. (2007) "Political Correctness and Creativity in Demographically Homogenous and Heterogeneous Groups." Paper presented at the *Academy of Management Meeting*, Philadelphia, PA. In Showcase Symposia

Nishi, L.H. & Goncalo, J.A. (2007). "Demographic faultlines and creativity in groups." Paper presented at the 11th annual conference on *Research on Managing Groups and Teams*.

Goncalo, J.A. (2006) "An Attributional Theory of Convergent Thinking in Groups." Paper presented at the *Academy of Management Meeting*, Atlanta, GA. Finalist for the 2006 William H. Newman Award (Best paper based on a dissertation) and Published in Best Paper Proceedings.

Goncalo, J.A. & Duguid, M.M. (2006). "Strong Norms as a Stimulant to Group Creativity: Intensifying the Benefits of Individualism." Paper presented at the *Academy of Management Meeting*, Atlanta, GA. In showcase symposia.

Goncalo, J.A. & Staw, B.M. (2005). "Individualism-Collectivism and Group Creativity." Paper presented at the *Academy of Management Meeting*, Honolulu, HI.

Goncalo, J.A. (2003). "The Vanishing Employee: The Influence of Perceived Culture Strength on Attributions for Organizational Performance." Paper presented at the *Academy of Management Meeting*, Seattle, WA.

Goncalo, J.A. (2002). "Why Do They Think They Can?: An Attributional Theory of Collective Efficacy and Group Performance." Paper presented at the *Academy of Management Meeting*, Denver, CO.

Goncalo, J.A. & Nemeth, C.J. (2002). "Techniques Aimed at Cloning Authentic Dissent: The Limitations of Devil's Advocate and Brainstorming." Paper presented at the *European Psychological Association Annual Meeting*, San Sebastian, Spain.

Maslach, C., Goncalo, J.A., Wong, E.M. & Herslow, J. (2001). "Job Burnout in Work Teams: Product and Process." Paper presented at the *American Psychological Association* annual meeting, San Francisco, CA.

Invited Talks

University of California, Berkeley; Haas School of Business (11/15)

SUNY Binghamton (3/15)

University of North Carolina, Chapel Hill; Kenan-Flagler Business School (1/13)

University of California, San Diego; Rady School of Management (12/12)

Medici Summer School in Management Studies (6/12)

HEC Paris (6/12)

Washington University; Olin School of Business (12/09)

Carnegie-Mellon University; Tepper School of Business (12/08)

Emory University; Goizueta School of Business (12/08)

Cornell University; Department of Communication (2/08)
Northwestern University; Kellogg School of Management (1/08)
Carnegie Mellon; Conference on "Identity, Innovation and Organizational Learning" (6/07)
Wharton Organizational Behavior Conference (11/06)
SUNY Buffalo School of Management (11/05)
University of Pennsylvania; Wharton School of Business (01/05)
Cornell University; ILR School (01/04)
New York University; Stern School of Business (01/04)

Honors

Research

Faculty Fellow, Cornell Institute for the Social Sciences Theme Project (2014-2016),
"Creativity, Entrepreneurship and Innovation" (Team led by M. Diane Burton)
Best Paper Award, Managerial and Org. Cognition Division (AOM, 2012)
Best Paper Award, Managerial and Org. Cognition Division (AOM, 2007).
William H. Newman Award Finalist for Best Paper Based on a Dissertation (AOM, 2006)
Best Paper from a Dissertation: Managerial and Org. Cognition Division (AOM, 2006)
Outstanding Reviewer Award, OB Division (AOM, 2006)

Teaching

Recognized as an outstanding educator for having influenced Danielle Abada, Merrill
Presidential Scholar (2014)

Scholastic

Edward M. Nagel Foundation Fellowship (1999-2000)
Thesis in Psychology awarded "Highest Honors" (1999)
Golden Key National Honor Society (1999)
Psi Chi National Honor Society for Psychology Undergraduates (1999)
Mortar Board Honor Society (Theta Chapter) (1998)
President's Undergraduate Fellowship (1998)
Katherine Craig Swan Endowment (1998)
University of California Alumni Scholar (1995)
International Baccalaureate Diploma (1995)

Selected Media Mentions

Story carried on Reuters, ABC News, Boston Globe, Houston Chronicle, Yahoo News,
Telegraph-Calcutta, Vancouver Sun.
"Workplace focus on individual fuels creativity"

US News & World Report

"Individualism-collectivism and group creativity"

CNN "In the Money" interview with Jack Cafferty

IEEE Spectrum

"Does Success Spoil Inventors?"

Toronto Star

"Work with a narcissist? They're probably more successful than you are."

Bloomberg/BusinessWeek

"Business school: Hotbed of narcissism?"

The Globe and Mail

"Creativity: Are two narcissistic heads better than one?"

Science NOW

"Is narcissism good for business?"

The Wall Street Journal: Week in Ideas

"Advantage: Narcissists"

Fast Company

"Narcissism and creativity: Intriguing and troubling findings"

Fast Company

"Why creative people are kept out of the driver's seat"

Fortune Magazine

"Want to get promoted? Stifle your creativity"

Scientific American

"Creativity can lessen leader image"

Crain's New York Business

"This year, tame your office narcissist"

CNN Living

"Does being creative help you climb to the top?"

Wall Street Journal

"Are creative types lousy leaders?"

BNET

"CEO wanted. Creative people need not apply"

Forbes

"Are the people in your organization too smart to be creative?"

HR Magazine

"Vote for quirky."

Strategy + Business

"Is creativity a bad trait for a senior leader?"

Forbes

"Managing the psychological bias against creativity"

The Globe and Mail

"Why we shun creativity in the workplace."

Wall Street Journal: Week in Ideas

"Big shots: The figurative big man on campus may think he's a literal big man too."

The Boston Globe

"I feel powerful...and so tall!"

The Daily Mail

"Powerful people think they are taller than they really are."

Science Daily

"Large and in charge: Powerful people overestimate their own height."

Fast Company

"To boost business let your employees unleash their inner napoleons."

ABC News

"Feeling powerful makes you think you are taller than you really are."

Chicago Tribune

"The benefits of rejection"

The British Psychological Society

"Social rejection and imaginative thinking"

The Huffington Post

"Social rejection can fuel creativity"

India Today

"Socially rejected people likely to be more creative, says a study"

Psychology Today

"Does social rejection fuel creativity for people?"

Science Daily

"Don't Get Mad, Get Creative: Social Rejection Can Fuel Imaginative Thinking, Study Shows"

Daily Mail

"Revenge of the nerds: Social rejection can 'lead to imaginative thinking and strong independence'"

Psych Central

"Using Social Rejection to Drive Creativity"

Fast Company

"Are you a bit of a loser? Don't worry, you're probably really creative"

The New York Times (blog)

"The benefits of being politically correct."

The Guardian

"Political correctness really works! Sorry conservatives, but science just said so."

New York Magazine

"Creativity means not ignoring women."

National Public Radio

"When working in mixed-sex groups, staying PC boosts productivity."

Business News Daily

"At work, political correctness inspires creativity."

The Atlantic

"How sexism stifles creativity."

Fast Company

"Why being politically correct fosters more creative ideas."

Courses Taught

Managing Creativity (Undergraduate)
Cornell University

Average instructor rating (Fall 2005; 40 enrolled) = 4.87/5.00

Average instructor rating (Spring 2009; writing seminar 15 enrolled) = 4.76/5.00
Average instructor rating (Fall 2009; 37 enrolled) = 4.69/5.00
Average instructor rating (Spring 2010; 40 enrolled) = 4.68/5.00
Average instructor rating (Fall 2010; 47 enrolled) = 4.68/5.00
Average instructor rating (Fall 2011; 45 enrolled) = 4.74/5.00

Managing Social Influence (Ph.D. seminar)
Cornell University

Average instructor rating (Spring 2005; 3 enrolled) = 4.70/5.00
Average instructor rating (Fall 2005; 5 enrolled) = 4.44/5.00
Average instructor rating (Spring 2006; 5 enrolled) = 4.91/5.00

Social Influence and Persuasion (Undergraduate)
Cornell University

Average instructor rating (Fall 2004; 16 enrolled) = 4.86/5.00
Average instructor rating (Spring 2005; 36 enrolled) = 4.77/5.00
Average instructor rating (Spring 2006; 44 enrolled) = 4.81/5.00
Average instructor rating (Fall 2006; 39 enrolled) = 4.85/5.00
Average instructor rating (Fall 2006; Writing Seminar, 15 enrolled) = 5.00/5.00
Average instructor rating (Spring 2010; Writing Seminar, 18 enrolled) = 4.88/5.00
Average instructor rating (Fall 2011; Writing Seminar, 16 enrolled) = 5.00/5.00
Average instructor rating (Fall 2012; Writing Seminar, 16 enrolled) = 4.83/5.00

Introduction to Organizational Behavior (Undergraduate)

Average instructor rating (Fall 2007; 296 enrolled) = 4.30/5.00
Average instructor rating (Fall 2008; 245 enrolled) = 4.45/5.00

Service on Thesis Committees

Ph.D. Dissertations

Polman, E. (Chair), 2010, now at University of Wisconsin, Madison School of Business
Kim, S. (Chair), 2011, now at Johns Hopkins University, Carey Business School
Vincent, L. (Chair), 2013, now at Syracuse University, Whitman School of Management
Krause, V. (Chair), 2015, now at University College London
Katz, J. (Chair), expected 2019
Burns, L. (Chair), expected 2020

Duguid, M., 2008 (ILR) now at Washington University; Olin Business School
Yong, K., 2008 (Johnson GSM) now at ESSEC Business School
Bazarova, N., 2009 (Communication Dept.), now at Cornell University
Emich, K., 2012 (ILR) now at Fordham University

Van-Den-Born, F., 2012 (HEC Paris) now at Free University, Amsterdam
Pan, C., 2013 (NYU, Stern School of Business)
Chung, S. 2015 (Design and Environmental Analysis)

Senior Honors Theses

Michael Balbick (2006)
Laura Taylor (2007)
Michael O'Donnell (2012)
Sebastian Deri (2013)
Dani Abada (2014)
Lillien Burns (2014)
Michael Rosenblum (2015)

Professional Activities

Editorial Board Member	Academy of Management Discoveries
Occasional Reviewer	Academy of Management Journal Academy of Management Review Administrative Science Quarterly British Journal of Social Psychology Industrial and Labor Relations Review International Journal of Conflict Management Journal of Applied Psychology Journal of Applied Social Psychology Journal of Cross-Cultural Psychology Journal of Experimental Social Psychology Journal of Organizational Behavior Journal of Personality and Social Psychology Management Science National Science Foundation Organizational Behavior and Human Decision Processes Organization Science Personality and Individual Differences Personality and Social Psychology Bulletin Psychological Science Small Group Research Social Cognition Social Forces Social Influence Social Psychological and Personality Science
Member	Academy of Management Association for Psychological Science

Administration

Academic Standards & Integrity Committee, 2005-2011; 2012-present.
Graduate Program Committee (2015-present)
Undergraduate Admissions Committee, 2005-2009
Founding director of (ExPO) Lab at ILR, 2011-present.
Department of Organizational Behavior Search Committee (2012; 2013).
Department of Communication Search Committee (2013)
ILR Dean Search Committee (2014)

References

Jennifer A. Chatman
Paul J. Cortese Distinguished Professor of Management
Haas School of Business
University of California at Berkeley
(510) 642-4723, chatman@haas.berkeley.edu

Barry M. Staw
Lorraine Tyson Mitchell Professor in Leadership and Communication
Haas School of Business
University of California at Berkeley
(510) 642-6357, staw@haas.berkeley.edu

Charlan Jeanne Nemeth
Department of Psychology
University of California at Berkeley
(510) 642-5111, charlan@berkeley.edu