

LEIGH PLUNKETT TOST

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ACADEMIC POSITIONS

UNIVERSITY OF SOUTHERN CALIFORNIA: MARSHALL SCHOOL OF BUSINESS

Associate Professor of Management & Organization (Spring 2019 to present)
Vice Dean for MBA Programs (Summer 2023 to Summer 2025)
Interim Vice Dean of Diversity, Equity, & Inclusion (Spring & Summer 2023)
Assistant Professor of Management & Organization (2016 to 2019)

UNIVERSITY OF MICHIGAN: ROSS SCHOOL OF BUSINESS

NBD Bancorp Assistant Professor of Business Administration (2015 to 2016)
Assistant Professor of Management & Organization (May 2012 to 2016)

UNIVERSITY OF WASHINGTON: FOSTER SCHOOL OF BUSINESS

Post Doctoral Research Associate – Center for Leadership and Strategic Thinking (2010 to 2012)
Department of Management & Organization

EDUCATION

DUKE UNIVERSITY

Ph.D. in Business Administration (2010)

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

M.A. in Political Science (2005)

HARVARD UNIVERSITY

B.A. in Anthropology, (1999); *cum laude* in General Studies

PUBLICATIONS

Tost, L. P., Hardin, A. E., Roberson, J. & Gino, F. (2022). Different Roots, Different Fruits: Gender-Based Differences in Cultural Narratives about Perceived Discrimination Produce Divergent Psychological Consequences. *Academy of Management Journal*, 65: 1804-1834.

Tost, L. P. & Johnson, H. H. (2019). The Prosocial Side of Power: How Structural Power over Subordinates Can Promote Social Responsibility. *Organizational Behavior and Human Decision Processes*, 152, 25-46.

- * Schaerer, M., Tost, L. P., Huang, L., Gino, F., & Larrick, R. P. (2018). Advice givers feel the power: The political implications of advice giving. *Personality and Social Psychology Bulletin*, 44, 746-761.
*(Schaerer & Tost sharing first authorship)
- Ong, M., Mayer, D. M., Tost, L. P., & Wellman, N. (2018). When corporate social responsibility motivates employee citizenship behavior: The sensitizing role of task significance. *Organizational Behavior and Human Decision Processes*, 144, 44-59.
- Deephouse, D., Bundy, J., Tost, L. P., & Suchman, M. (2017). Organizational legitimacy: Six key questions. In Greenwood, R., Oliver, C., Lawrence, T., & Meyer, R. (Eds.). *The SAGE Handbook of Organizational Institutionalism* (2nd Ed.). Thousand Oaks CA: Sage.
- Bauman, C. W., Tost, L. P., & Ong, M. (2016). Blame the shepherd not the sheep: Imitating authorities absolves subordinates of moral responsibility. *Organizational Behavior and Human Decision Processes*, 137, 123-131.
- Kopelman, S., Hardin, A., Myers, C., & Tost, L. P. (2016). Cooperation in multicultural negotiations: How the cultures of people with low and high power interact. *Journal of Applied Psychology*, 101, 721-730.
- Tost, L. P. (2015). When, why, and how do powerholders “feel the power”? Examining the links between structural and psychological power and reviving the connection between power and responsibility. *Research in Organizational Behavior*, 35, 29-56.
- Tost, L. P., Wade-Benzoni, K. A., & Johnson, H. H. (2015). Noblesse oblige emerges (with time): Power motivates intergenerational impact. *Organizational Behavior and Human Decision Processes*, 128, 61-73.
- Tost, L. P., Gino, F., & Larrick, R. P. (2013). When power makes others speechless: The negative impact of leader power on team performance. *Academy of Management Journal*, 56, 1465-1486.
- Rosette, A. S., & Tost, L. P. (2013). Perceiving one’s own privilege: When experiencing disadvantage on one dimension of hierarchy motivates the perception of privilege on another. *Psychological Science*, 24, 1420-1427.
- Tost, L. P., & Wade-Benzoni, K. A. (2013). Intergenerational beneficence and the success of sustainability initiatives in organizational contexts. In A. Hoffman & P. Bansal (Eds.), *The Oxford Handbook of Business and the Environment*. Oxford, UK: Oxford University Press.
- Wade-Benzoni, K. A., Tost, L. P., Hernandez, M., & Larrick, R. P. (2012). It’s only a matter of time: Death, legacies, and intergenerational decisions. *Psychological Science*, 23, 704-709.

- Tost, L. P., Gino, F., & Larrick, R. P. (2012). Power, competitiveness, and advice-taking: Why the powerful don't listen. *Organizational Behavior and Human Decision Processes*, 117, 53-65.
- Feiler, D., Tost, L. P., & Grant, A. (2012). Mixed reasons, missed givings: The costs of blending egoistic and altruistic reasons in donation requests. *Journal of Experimental Social Psychology*, 48, 1322-1328.
- Tost, L. P. (2011). An integrative model of legitimacy judgments. *Academy of Management Review*, 36, 686-710.
- Rosette, A. S., & Tost, L. P. (2010). Agentic women and communal leadership: How role prescriptions confer advantage to top women leaders. *Journal of Applied Psychology*, 95, 221-235.
- Lead article
- Tost, L. P. & Lind, E. A. (2010). Sounding the alarm: Moving from system justification to system condemnation in the justice judgment process. *Research on Managing Groups and Teams*, 13, 3-27.
- Fox, M., Tost, L. P., & Wade-Benzoni, K. A. (2010). The legacy motive: A catalyst for sustainable decision making in organizations. *Business Ethics Quarterly*, 20: 153-185.
- Wade-Benzoni, K. A., & Tost, L. P. (2009). The egoism and altruism of intergenerational behavior. *Personality and Social Psychology Review*, 13, 165-193.
- Tenbrunsel, A. E., Wade-Benzoni, K. A., Tost, L. P., Medvec, V. H., Thompson, L., & Bazerman, M. H. (2009). The reality and myth of sacred issues in ideologically-based negotiations. *Negotiation and Conflict Management Research*, 2, 263-284.
- Tost, L. P., Hernandez, M., & Wade-Benzoni, K. A. (2008). Pushing the boundaries: A review and extension of the psychological dynamics of intergenerational conflict in organizational contexts. *Research in Personnel and Human Resources Management*, 27, 93-147.
- Li, M., Tost, L. P., & Wade-Benzoni, K. A. (2007). The dynamic interaction of context and negotiator effects: A review and commentary on current and emerging areas in negotiation. *International Journal of Conflict Management*, 18, 222-259.
- Highly Commended Paper, Emerald Literati Network 2008 Awards for Excellence

PAPERS UNDER REVIEW & WORKING PAPERS

- Osborne, M., & Roberson, J., & Tost, L. P. Dysfunctions of diversity goals. Working paper.
- Anicich, E., Berry, Z., Frey, E., and Tost, L. P. Talent aversion. Working paper.

ONGOING PROJECTS

Yin, Y., Wang, Y., & Tost, L. P. Courage and vulnerability in the workplace. Three studies complete, draft in progress.

Yu, S., Mai, T., and Tost, L. P. Status acuity and leadership. One dataset collected, analyses underway; second study in field.

Roberson, J., Frey, E. & Tost, L. P. Psychological entitlement in the workplace. Some data collected; ongoing theorizing.

CONFERENCE PRESENTATIONS, PANELS, AND WORKSHOPS

Anicich, E., Berry, Z., Frey, E., and Tost, L. P. 2025. Talent aversion leads to moral condemnation through perceived duty violation. Academy of Management (AOM), Copenhagen, Denmark.

Roberson, J. W., Osborne, M., & Tost, L. P. 2025. Advancing DEI or imposing diversity work? The pernicious effects of misguided representation goals. Academy of Management (AOM).

Roberson, J. W., Frey, E. L., & Tost, L. P. 2024. The haves and the have nots: Attributions, fairness, and divergent pathways to high entitlement. Academy of Management (AOM), Chicago, IL.

Roberson, J. W., Frey, E. L., & Tost, L. P. 2024. The haves and the have nots: Attributions, fairness, and divergent pathways to high entitlement. International Association for Conflict Management (IACM), INSEAD, Singapore.

Tost, L. P. 2024. Panelist for Adderley Positive Research Incubator, University of Michigan, Ross School of Business.

Tost, L. P., Osborne, M., & Roberson, J. 2023. Diversity goals and women's workloads. Diversity in Management & Organizations Inaugural Conference.

Osborne, M., Gino, F., & Tost. 2021. Organizers: The path to gender representation: Finding the way and avoiding pitfalls. Showcase symposium, *Academy of Management Annual Conference*.

Tost, L. P., Osborne, M., Roberson, J., & Gino, F. 2021. Diversity goals and women's workloads. *Academy of Management Annual Conference*.

Smallets, S., Villafuerte, A., & Tost, L. P. 2021. The Unintended Consequences of Organizational Gender Diversity Strategies on Psychological Safety. *Academy of Management Annual Conference*.

Tost, L. P., Hardin, A. E., & Gino, F. 2020. Divergent effects of gender discrimination among women and men. *Academy of Management Annual Conference*.

Tost, L. P. 2020. Discussant for It's personal: Advancing advice research with an interpersonal lens. Presenter symposium organized by Hayley Blunden. *Academy of Management Annual Conference*.

Tost, L. P. 2020. Panelist for Organizational Behavior division doctoral student consortium. *Academy of Management Annual Conference*.

Osborne, M. & Tost, L. P. 2020. Responses to Social Identity Threat in the Workplace. Poster to be presented at the annual conference of the *Society for the Psychological Study of Social Issues* (Canceled due to Covid-19 pandemic).

Tost, L. P. 2018. Panelist for Conflict Management Division Junior Faculty Consortium on "Being Successful Despite Demands, Distractions, and Difficult Situations." *Academy of Management Annual Conference*.

Tost, L. P. 2018. Panelist for professional development workshop sponsored by OMT: Experiments in institutional theory and strategy research. *Academy of Management Annual Conference*.

Tost, L. P. & Johnson, H. H. 2016. An alternative portrait of power: How, when, and why power induces solidarity with others. *Academy of Management Annual Conference*.

Tost, L. P. 2016. Panelist in OB Division professional development workshop, The productivity process: Tips and strategies from prolific junior faculty. *Academy of Management Annual Conference*.

Tost, L. P. 2016. Panelist for professional development workshop sponsored by OMT, MOC, RM Divisions. Experiments in institutional theory and strategy research. *Academy of Management Annual Conference*.

Bauman, C. W., Tost, L. P., & Ong, M. 2015. Blame the shepherd not the sheep: Imitating authorities absolves subordinates of moral responsibility. *Academy of Management Annual Conference*.

Kopelman, S., Myers, C., Hardin, A., & Tost, L. P. 2015. Building cross-cultural bridges or burning them? The moderating influence of high power others' culture in social dilemmas. *International Association for Conflict Management*.

Tost, L. P. & Johnson, H. H. 2015. An alternative portrait of power: How, when, and why power induces solidarity with others. Invited talk at the *New Directions in Leadership Conference* at Duke University.

Tost, L. P., Overbeck, J., & Wazlawek, A. 2014. With great power comes great...morality? Viewing the powerful as ethical. Invited talk at the Arison School of Business (IDC Herzliya,

Israel) *Interdisciplinary Conference on Social Hierarchy* (organized by Adam Galinsky and Yaacov Tope).

Hardin, A., & Tost, L.P. 2014. Does climbing the organizational ladder always lead to less compassion? The effects of hierarchy on feelings and expressions of compassion in the workplace. *Academy of Management Annual Conference*.

Ong, M., Mayer, D. M., & Tost, L. P. 2014. Does working for a socially responsible company make employees more or less prosocial? The role of work meaning in reconciling the moral licensing versus consistency debate. *Academy of Management Annual Conference*.

Tost, L. P. 2014. Panelist for professional development workshop sponsored by OMT, MOC, RM Divisions. Experiments in institutional theory and strategy research. *Academy of Management Annual Conference*.

Tost, L. P., Gino, F., & Larrick, R. P. 2013. Sharing advice and feeling powerful: The mutually reinforcing effects of power and advice giving. *Academy of Management Annual Conference*.

Overbeck, J., Tost, L. P., & Wazlawek, A. 2013. When transparency doesn't matter: Viewing the powerful as moral role models. *Academy of Management Annual Conference*.

Tost, L. P., & Johnson, H. H. (2012). The impact of power on task and relational leadership behavior: The mediating role of leaders' legitimacy judgments. *Academy of Management Annual Conference*.

Tost, L. P., Blader, S. L., & Wade-Benzoni, K. A. (2012). Out with the old and in with the new? Social identification moderates reactions to new procedures. *Academy of Management Annual Conference*.

Tost, L. P., Gino, F. & Larrick, R. P. (2012). The perils of letting power go to your head: The negative impact of formal leader power on team communications and performance. *Academy of Management Annual Conference*.

Tost, L. P., Gino, F. & Larrick, R. P. (2012). The perils of letting power go to your head: The negative impact of formal leader power on team communications and performance. *Wharton Leadership Conference*.

Tost, L. P., Gino, F., & Larrick, R. P. (2011). When power makes others speechless: The negative impact of leader power on team performance. *Academy of Management Annual Conference*.

Tost, L. P., Blader, S. L., & Wade-Benzoni, K. A. (2010). A tale of two theories: Integrating the uncertainty management and group value models of justice. *International Roundtable on Innovations in Organizational Justice Research*.

Tost, L. P., Gino, F., & Larrick, R. P. (2010). Power, competitiveness, and advice-taking: Why the powerful don't listen. *Behavioral Decision Research in Management Conference* (presentation by Larrick).

Overbeck, J., Tost, L. P., & Wazlawek, A. (2010). I know what's best for you (and everyone): Power, self-centered reasoning, and the cost of not "grappling". *Society for Personality and Social Psychology Annual Conference* (presentation by Overbeck).

Tost, L. P., Blader, S., & Wade-Benzoni, K. A. (2009). A tale of two theories: Integrating the uncertainty management and group value models of justice. *Academy of Management Annual Conference*.

- **Included in the Best Paper Proceedings.**

Tost, L. P., & Wade-Benzoni, K. A. (2009). The psychology of environmental decision making. *Academy of Management Annual Conference*.

- This panel was selected to be featured as a podcast on the Academy of Management website.

Wade-Benzoni, K. A., & Tost, L. P. (2009). The egoism and altruism of intergenerational behavior. *Academy of Management Annual Conference*.

Tost, L.P., & Lind, E. A. (2009). Justice perceptions and support for social change. *13th Annual Conference on Research on Managing Groups and Teams*.

Tost, L. P., & Wade-Benzoni, K. A. (2008) Organizers: Symposium on Power, Social Responsibility, and Ethics. *Academy of Management Annual Conference*.

Wade-Benzoni, K. A., & Tost, L. P. (2008). Power and social responsibility in intergenerational decision making. *Academy of Management Annual Conference*.

Overbeck, J. R., Tost, L. P., & Wazlawek, A. (2008). Power/corruption. *Academy of Management Annual Conference*.

Tost, L. P., Blader, S., & Wade-Benzoni, K. A. (2008). Group identification, fairness, and resistance to change. *Academy of Management Annual Conference*.

Tost, L. P., Hernandez, M., & Wade-Benzoni, K. A. (2008). Pushing the boundaries: A review and extension of the psychological dynamics of intergenerational conflict in organizational contexts. *Academy of Management Annual Conference*.

Rosette, A. S., & Tost, L. P. (2007). Denying white privilege: Perceptions of race-based advantages as social norms. *Academy of Management Annual Conference*.

- **Included in the Best Paper Proceedings.**

Rosette, A. S., Tost, L. P., & Phillips, K. (2007). Communal women and agentic leadership: The reconciliation of two opposing stereotypes. *Academy of Management Annual Conference*.

Rosette, A. S., Tost, L. P., Hernandez, M., & Sitkin, S. B. (2007). Competitive rivalries above the glass ceiling: Triggers for negative biases among top women leaders. *Academy of Management Annual Conference*.

Rosette, A. S., Tost, L. P., & Phillips, K. (2006). Leadership subtype activation: Favorable evaluations of women leaders in chief positions. *Academy of Management Annual Conference*.

- **Included in Best Paper Proceedings, nominated for Best Paper Award in the Careers Division.**

INVITED TALKS

Harvard Business School, Negotiations, Organizations, & Markets Unit
Carnegie Mellon University, Center for Behavioral and Decision Research
University of Southern California, Department of Psychology
University of Southern California, Marshall School of Business
Stanford Graduate School of Business, Organizational Behavior Group
University of California at Los Angeles, Luskin School of Public Affairs
University of California at Los Angeles, Anderson School of Management
Michigan State University, Organizational Psychology Colloquia
University of Michigan, Ross School of Business, Hosmer Seminar Series
University of Arizona, Eller College of Management
Rice University, Jesse H. Jones Graduate School of Business
Harvard University, Harvard Business School, Organizational Behavior Area
University of Michigan, Ross School of Business
University of Washington, Department of Management & Organization
Georgetown University, McDonough School of Business
London School of Business, Organisational Behaviour Area
University of North Carolina, Organizational Behavior Area
University of Western Ontario, Richard Ivey School of Business
New York University, Stern School of Business
George Mason University, School of Management
Southern Methodist University, Cox School of Business

HONORS AND AWARDS

Teaching Excellence Award (monetary award), Marshall School of Business, 2023
Outstanding Service Award, Department of Management & Organizations, 2023
Outstanding Teaching Award, Department of Management & Organizations, 2022
Best Reviewer Award, *Academy of Management Review*, 2017
Best Reviewer Award, *Academy of Management Journal*, 2016
NBD Bancorp Chaired Assistant Professorship Research Award, Ross School of Business, 2015.
Best Reviewer Award, *Academy of Management Journal*, 2014
Best Paper Proceedings (Tost, Blader, & Wade-Benzoni), Academy of Management, 2009.
Highly Commended Paper, Emerald Literati Network 2008 Awards for Excellence (Li, Tost, & Wade-Benzoni)

Best Paper Proceedings (Rosette & Tost), Academy of Management, 2007.
Best Paper Proceedings (Rosette, Tost, & Phillips), Academy of Management, 2006.
Fuqua School of Business Graduate Fellowship, 2005 through 2010.
University of North Carolina Graduate School Fellowship, 2003 through 2005.
University of North Carolina Graduate School Global Studies Fellowship, 2003 through 2004.
John Harvard Scholarship for Academic Achievement, 1995 through 1999.

TEACHING EXPERIENCE

University of Southern California, Marshall School of Business

- Leading People, Teams, & Organizations (GSBA 532, FT MBA core course) Fall 2023
- Managerial Perspectives (GSBA 522ab, MBA.PM core course), Fall/Spring 2021-23
- Negotiations (MOR 569, MBA course), Spring 2020, 2021
- Research Methods in Organizational Behavior (MOR 605, doctoral course), Spring 2019
- Organizational Behavior & Leadership (BUAD 304, undergraduate core course), Fall 2016, 2017

University of Michigan, Ross School of Business

- Leading People & Organizations (MO 503, Daytime MBA core course)
 - Fall 2014, 2015
- Bargaining and Influence Skills: Negotiation Strategy in a Global Economy (MO 512)
 - Winter 2014
- Behavioral Theory in Management (MO 300, Undergraduate Core Course)
 - Fall 2012

Duke University: Markets and Management Undergraduate Certificate Program

- Managerial Effectiveness (core Organizational Behavior course with Negotiations emphasis), Summer 2008

University of Arkansas

- American National Government (Fall 2002, Spring 2003)

PROFESSIONAL SERVICE

Associate Editor, Organizational Behavior and Human Decision Processes (2019-2021)

Editorial Boards: Academy of Management Journal (2010-2020), Academy of Management Review (2011-2020), Organizational Behavior and Human Decision Processes (2010-present)

Ad-hoc Reviewer: Academy of Management Annual Conference (various divisions), Administrative Science Quarterly, European Journal of Social Psychology, International Public Management Journal, Journal of Applied Psychology, Journal of Experimental Social Psychology, Human Relations, Leadership Quarterly, Management Science, Organization Studies, Sex Roles

Dissertation Committees:

- Jacob Roberson, Co-Chair with Sarah Townsend (University of Southern California, Marshall School of Business: Management & Organizations; expected 2026)
- Merrick Osborne, committee member (University of Southern California, Marshall School of Business: Management & Organizations; 2022)
- Stephanie Smallets, Dissertation Chair (University of Southern California, Marshall School of Business: Management & Organizations; 2019)
- Roshni Raveendhran, committee member (University of Southern California, Marshall School of Business: Management & Organizations; 2018)
- Ashley Hardin, Dissertation Co-Chair with Jane Dutton (University of Michigan, Ross School of Business: Management & Organizations; 2017)
- Madeline Ong, committee member (University of Michigan, Ross School of Business: Management & Organizations; 2017)
- Jenny Olson, committee member (University of Michigan, Ross School of Business: Marketing; 2015)

Service at the University of Southern California:

- MOR Chair search committee, 2025-26
- MOR Graduate Curriculum committee, 2025-26
- Participant in Marshall Minds video series documenting faculty research
- Faculty representative for the USC Marshall HR Faculty and Staff Conference Planning Committee, 2023, 2024
- Taught a sample class for Admit Day for the Full Time MBA Program, 2023
- Panelist for MOR Doctoral student professional development workshops, 2017, 2018, 2023
- Full-time MBA Immersive Leadership Experience Design Team, 2022-present
- Full-time MBA Curriculum Revision Taskforce, 2022-2023
- MOR OB Faculty Recruiting Committee, 2022-2023
- MOR Graduate Curriculum Committee, 2019-2023
- MOR OB field data collection coordinator, 2019-present
- Teaching workshop on managing students' expectations of "safety" in the classroom, 2022
- MOR OB Faculty Recruiting Committee, chair, 2021
- MOR Inclusive Leadership Initiative Committee, chair, 2021
- Marshall Learning Environment Taskforce Committee, member, 2021
- Presenter, Marshall International Women's Day Celebration, 2021
- Faculty Advisor, MPower (Marshall Panels on Women's Experiences in Research), 2020-2021.
- Member of Merrick Osborne's Qualifying Exam Committee, 2020
- Panelist, MPower (Marshall Panels on Women's Experiences in Research) session on managing the tenure track process, 2020.
- Presenter, USC-Marshall Research Fair, 2019
- OB recruiting committee, 2018-2019
- Visiting speaker for Women in Management group, 2018.
- Member of Mindy Truong's Qualifying Exam Committee, 2018

- Peer teaching evaluation committee, 2018.
- Committee for redesign of the undergraduate organizational behavior and leadership core class (BUAD 304), 2017-2018.
- Panelist, MPower (Marshall Panels on Women's Experiences in Research) session on work/life balance, 2017.
- MOR OB Subject Pool Coordinator, 2016-2019
- MOR Distinguished Speaker Series Committee, 2016-2018
- Member of Stephanie Smallet's Qualifying Exam Committee, 2016

Service at the University of Michigan:

- M&O Post Doctoral Associate recruiting committee 2016
- Faculty advisor for the Sanger Center Ross Leaders Academy 2015-2016
- Coordinator of the M&O brown bag series, 2014-2016
- Taught an informal class on theory development for doctoral students, 2015
- Ross Leadership Initiative (RLI) MBA Impact Challenge Facilitator, August 2014, 2015
- Business Case Competition Coach, Ross MBAs, Fall 2014
- Management & Organizations Fun Committee member; collaborated to plan the M&O area's 2014 Annual Retreat
- Co-taught an informal class on experiments for doctoral students, 2012-2014
- Invited speaker at the Hosmer Research Luncheon Series, February 2013
- Doctoral Recruiting Committee for Management & Organizations Area, 2012-2013
- Reader for Organizational Studies Senior Honors Thesis, 2013
- Invited speaker for UM Librarian's Forum, October 2012
- Ross Leadership Initiative (RLI) MBA Orientation Facilitator, August 2012

Doctoral Student Advising at the University of Washington:

- Hana Johnson
- Fong Keng

Service within the Academy of Management:

- Chair, Organizational Behavior Division Best Paper Award Committee (2019)
- Organizational Behavior Division Best Paper Award Committee (2018)
- Organizational Behavior Division Best Paper Award Committee (2017)
- Organizational Behavior Division Best Symposium Award Committee (2015)
- Reviewer for Organizational Behavior Division (multiple years)
- Reviewer for Conflict Management Division (multiple years)
- Reviewer for Organization and Management Theory Division (multiple years)
- Facilitator or facilitator for multiple Professional Development Workshops on topics such as "Experiments in Institutional Theory and Strategy Research" and "The productivity process: Tips and strategies from prolific junior faculty" (multiple years)

PROFESSIONAL AFFILIATIONS

Member of Academy of Management (since 2006)

Member of Association for Psychological Science (2011 through 2016)
Member of Society for Personality and Social Psychology (2012 through 2016)