

# ERIC LUIS UHLMANN

—CURRICULUM VITAE—

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Organisational Behaviour Area  
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## Academic Positions

Associate Professor of Management, INSEAD, 2014 ~ Present

Associate Professor of Management, HEC Paris, 2013 ~ 2014

Assistant Professor of Management, HEC Paris, 2010 ~ 2013

Postdoctoral Research Associate, Kellogg School of Management, Northwestern University, 2007 ~ 2010 (*Advisor: Daniel Diermeier*)

## Education

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|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Fall 2006 | Ph.D., Social Psychology<br>Yale University<br>Dissertation: <i>Toward an understanding of motivated discrimination (Advisor: Geoffrey L. Cohen)</i>                |
| 2003      | M.Phil., Psychology<br>Yale University<br>Thesis: <i>Varieties of social cognition (Advisor: Paul Bloom)</i>                                                        |
| 2002      | M.S., Social Psychology<br>Yale University<br>Master's thesis: <i>Constructed criteria: Redefining merit to justify discrimination (Advisor: Geoffrey L. Cohen)</i> |
| 2000      | B.S., Psychology<br>University of Washington<br><i>Summa Cum Laude, Phi Beta Kappa, Honors Program, National Merit Scholar, Presidential Scholarship</i>            |

## **Research Interests**

Gender stereotyping in the workplace; moral judgments and behaviors; cross-cultural management; team dynamics; crowdsourcing science

## **Journal Articles**

\* *Indicates a graduate, undergraduate, or postdoctoral student collaborator I worked with as a faculty member*

Barnes, C. M., Dang, C., Leavitt, K., \*Guarana, C., & Uhlmann, E. L. (in press). Archival data in micro organizational research: A toolkit for moving to a broader set of topics. *Journal of Management*. [Journal Impact Factor = 6.07]

Schweinsberg, M., \*Madan, N., Vianello, M., Sommer, S. A., Jordan, J., \*Tierney, W., \*Awtrey, E., Zhu, L., Diermeier, D., Heinze, J., \*Srinivasan, M., Tannenbaum, D., Bivolaru, E., Dana, J., Davis-Stober, C. P., Du Plessis, C. Gronau, Q. F., Hafenbrack, A. C., Liao, E. Y., Ly, A., Marsman, M., Murase, T., Qureshi, I., Schaerer, M., Thornley, N., Tworek, C. M., Wagenmakers, E-J., Wong, L., Anderson, T., Bauman, C. W., Bedwell, W. L., Brescoll, V., Canavan, A., Chandler, J. J., Cheries, E., Cheryan, S., Cheung, F., Cimpian, A., Clark, M., Cordon, D., Cushman, F., Ditto, P. H., Donahue, T., Frick, S. E., Gamez-Djokic, M., Hofstein Grady, R., Graham, J., Gu, J., Hahn, A., Hanson, B. E., Hartwich, N. J., Hein, K., Inbar, Y., Jiang, L., Kellogg, T., Kennedy, D. M., Legate, N., Luoma, T. P., Maibeucher, H., Meindl, P., Miles, J., Mislin, A., Molden, D. C., Motyl, M., Newman, G., Ngo, H. H., Packham, H., Ramsay, P. S., Ray, J. L., Sackett, A. M., Sellier, A-L., Sokolova, T., Sowden, W., Storage, D., Sun, X., Van Bavel, J. J., Washburn, A. N., Wei, C., Wetter, E., Wilson, C., Darroux, S-C., & Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. *Journal of Experimental Social Psychology*, 66, 55-67. [Journal Impact Factor = 2.31] (First, second, and last author contributed equally to this paper).

\*Silberzahn, R., & Uhlmann, E.L. (2015). Many hands make tight work: Crowdsourcing research can balance discussions, validate findings and better inform policy. *Nature*, 526, 189-191. [Journal Impact Factor = 42.35]

\*Bai, F., Uhlmann, E.L., & Berdahl, J. (2015). The robustness of the Win-Win effect. *Journal of Experimental Social Psychology*, 61, 139–143 [Journal Impact Factor = 2.31]

Uhlmann, E.L., Pizarro, D., & Diermeier, D. (2015). A person-centered approach to moral judgment. *Perspectives on Psychological Science*, 10, 72-81 [Journal Impact Factor = 6.59]

- Berdahl, J., Uhlmann, E.L., & \*Bai, F. (2015). Win-win: Female *and* male athletes from more gender equal countries perform better in international sports competitions. *Journal of Experimental Social Psychology*, *56*, 1-3. [Journal Impact Factor = 2.31]
- \*Zhu, L., Brescoll, V.L., Newman, G., & Uhlmann, E.L. (2015). Macho nachos: The implicit effects of gender stereotypes on preferences for healthy and unhealthy foods. *Social Psychology*, *46*, 182-196 [Journal Impact Factor = 1.19]
- Uhlmann, E.L., & Barnes, C.M. (2014). Selfish play increases during high-stakes NBA games and is rewarded with more lucrative contracts. *PLOS ONE*. [Journal Impact Factor = 3.73]. (Received over 2000 views in its first month online).
- Uhlmann, E.L., & Sanchez-Burks, J. (2014). The implicit legacy of American Protestantism. *Journal of Cross-Cultural Psychology*, *45*, 991-1005 [Journal Impact Factor = 1.55] (The two authors contributed equally to this paper).
- \*Silberzahn, R., Simonsohn, U., & Uhlmann, E.L. (2014). Matched names analysis reveals no evidence of name meaning effects: A collaborative commentary on Silberzahn and Uhlmann (2013). *Psychological Science*, *25*, 1504-1505. [Journal Impact Factor = 4.70] (Author order alphabetical).
- \*Heinze, J., Uhlmann, E.L., & Diermeier, D. (2014). Unlikely allies: Credibility transfer during a corporate crisis. *Journal of Applied Social Psychology*, *44*, 392-397. [Journal Impact Factor = 0.63]
- Uhlmann, E.L., \*Zhu, L., & Diermeier, D. (2014). When actions speak volumes: The role of inferences about moral character in outrage over racial bigotry. *European Journal of Social Psychology*, *44*, 23-29 [Journal Impact Factor = 1.67]
- Uhlmann, E.L., & \*Zhu, L. (2014). Acts, persons, and intuitions: Person-centered cues and gut reactions to harmless transgressions. *Social Psychological and Personality Science*, *5*, 279-285. [Journal Impact Factor = 2.56]. (The two authors contributed equally to this paper).
- Brescoll, V.L., Uhlmann, E.L., & Newman, G.N. (2013). The effects of system-justifying motives on endorsement of essentialist explanations for gender differences. *Journal of Personality and Social Psychology*, *105*, 891-908. [Journal Impact Factor = 5.21]
- Uhlmann, E.L., Heaphy, E., Ashford, S.J., \*Zhu, L., & Sanchez-Burks, J. (2013). Acting professional: An exploration of culturally bounded norms against non-work role referencing. *Journal of Organizational Behavior*, *34*, 866-886 [Journal Impact Factor = 3.85]. (The first and last author contributed equally to this paper).

- Uhlmann, E.L., \*Zhu, L., & Tannenbaum, D. (2013). When it takes a bad person to do the right thing. *Cognition*, *126*, 326-334. [Journal Impact Factor = 3.16]. (The first and second author contributed equally to this paper).
- Uhlmann, E.L., & \*Zhu, L. (2013). Money is essential: Ownership intuitions are linked to physical currency. *Cognition*, *127*, 220-229. [Journal Impact Factor = 3.16]
- \*Silberzahn, R., & Uhlmann, E.L. (2013). It pays to be Herr Kaiser: Germans with noble-sounding surnames more often work as managers. *Psychological Science*, *24*, 2437-2444. [Journal Impact Factor = 4.70]  
*Note: This finding was overturned using a better analytic approach by Silberzahn, Simonsohn, and Uhlmann (2014).*
- Uhlmann, E.L., Leavitt, K., Menges, J.I., \*Koopman, J., \*Howe, M.D., & Johnson, R.E. (2012). Getting explicit about the implicit: A taxonomy of implicit measures and guide for their use in organizational research. *Organizational Research Methods*, *15*, 553-601. [Journal Impact Factor = 5.35]
- Brescoll, V.L., Uhlmann, E.L., Moss-Rascusin, C., & \*Sarnell, L. (2012). Masculinity, status, and subordination: Working for a gender atypical supervisor causes men to lose status. *Journal of Experimental Social Psychology*, *48*, 354–357. [Journal Impact Factor = 2.31]
- Uhlmann, E.L., \*Zhu, L., Pizarro, D.A., & Bloom, P. (2012). Blood is thicker: Moral spillover effects based on kinship. *Cognition*, *124*, 239-243. [Journal Impact Factor = 3.16]
- Uhlmann, E.L. (2012). American psychological isolationism. *Review of General Psychology*, *16*, 381-390. [Journal Impact Factor = 1.42]
- Uhlmann, E.L., & Nosek, B.A. (2012). My culture made me do it: Lay theories of responsibility for automatic prejudice. *Social Psychology*, *43*, 108-113. [Journal Impact Factor = 1.89]
- Bastardi, A., Uhlmann, E.L., & Ross, L. (2011). Wishful thinking: Belief, desire, and the motivated evaluation of scientific evidence. *Psychological Science*, *22*, 731 – 732. [Journal Impact Factor = 4.70]
- \*Tannenbaum, D., Uhlmann, E.L., & Diermeier, D. (2011). Moral signals, public outrage, and immaterial harms. *Journal of Experimental Social Psychology*, *47*, 1249-1254. [Journal Impact Factor = 2.31]
- Uhlmann, E.L., Poehlman, T.A., \*Tannenbaum, D., & Bargh, J.A. (2011). Implicit Puritanism in American moral cognition. *Journal of Experimental Social Psychology*, *47*, 312-320. [Journal Impact Factor = 2.31]

- Brescoll, V.L., Dawson, E., & Uhlmann, E.L. (2010). Hard-won and easily lost: The fragile status of leaders in gender-stereotype-incongruent occupations. *Psychological Science, 21*, 1640-1642. [Journal Impact Factor = 4.70]
- Uhlmann, E.L., Brescoll, V.L., & Machery, E. (2010). The motives underlying stereotype-based discrimination against members of stigmatized groups. *Social Justice Research, 23*, 1-16. [Journal Impact Factor = 1.04]
- Uhlmann, E.L., Pizarro, D.A., \*Tannenbaum, D., & Ditto, P.H. (2009). The motivated use of moral principles. *Judgment and Decision Making, 4*, 476-491. [Journal Impact Factor = 1.30]
- Greenwald, A.G., Poehlman, T.A., Uhlmann, E.L., & Banaji, M.R. (2009). Understanding and using the Implicit Association Test: III. Meta-analysis of predictive validity. *Journal of Personality and Social Psychology, 97*, 17-41. [Journal Impact Factor = 5.21]
- Brescoll, V., & Uhlmann, E.L. (2008). Can angry women get ahead? Status conferral, gender, and workplace emotion expression. *Psychological Science, 19*, 268-275. [Journal Impact Factor = 4.70]
- Uhlmann, E.L., Pizarro, D.A., & Bloom, P. (2008). Varieties of social cognition. *Journal for the Theory of Social Behaviour, 38*, 293-322. [Journal Impact Factor = .78]
- Uhlmann, E.L., & Cohen, G.L. (2007). "I think it, therefore it's true": Effects of self perceived objectivity on hiring discrimination. *Organizational Behavior and Human Decision Processes, 104*, 207-223. [Journal Impact Factor = 3.13]
- Uhlmann, E.L., Brescoll, V.L., & Paluck, E.L. (2006). Are members of low status groups perceived as bad, or badly off? Egalitarian negative associations and automatic prejudice. *Journal of Experimental Social Psychology, 42*, 491-499. [Journal Impact Factor = 2.31]
- Uhlmann, E.L., & Cohen, G.L. (2005). Constructed criteria: Redefining merit to justify discrimination. *Psychological Science, 16*, 474-480. [Journal Impact Factor = 4.70]
- Brescoll, V.L., & Uhlmann, E. L. (2005). Attitudes towards traditional and non-traditional parents. *Psychology of Women Quarterly, 29*, 436-445. [Journal Impact Factor = 1.42]
- Uhlmann, E.L., & Swanson, J. (2004). Exposure to violent video games increases automatic aggressiveness. *Journal of Adolescence, 27*, 41-52. [Journal Impact Factor = 2.43]

Pizarro, D.A., Uhlmann, E.L., & Bloom, P. (2003). Causal deviance and the attribution of moral responsibility. *Journal of Experimental Social Psychology*, *39*, 653-660. [Journal Impact Factor = 2.31]

Pizarro, D.A., Uhlmann, E.L., & Salovey, P. (2003). Asymmetries in judgments of moral blame and praise: The role of perceived metadesires. *Psychological Science*, *14*, 267-272. [Journal Impact Factor = 4.70]

Uhlmann, E.L., Dasgupta, N., Elgueta, A., Greenwald A.G., & Swanson, J. (2002). Subgroup prejudice based on skin color among Hispanics in the United States and Latin America. *Social Cognition*, *20*, 197-224. [Journal Impact Factor = 1.76]

### **Book Chapters and Brief Commentaries**

\*Landy, J., & Uhlmann, E.L. (in press). Morality is personal. In K. Gray, & J. Graham (Eds.), *Atlas of Moral Psychology*.

Uhlmann, E.L., \*Zhu, L., Brescoll, V.L., & Newman, G. (2014). System justifying motives can lead to both the acceptance and rejection of innate explanations for group differences. *Behavioral and Brain Sciences*, *37*, 503-504. [Journal Impact Factor = 21.95]

Uhlmann, E.L., & \*Silberzahn, R. (2014). Conformity under uncertainty: Reliance on gender stereotypes in online hiring decisions. *Behavioral and Brain Sciences*, *37*, 103-104. [Journal Impact Factor = 21.95]

Uhlmann, E.L. (2014). The problem of the null in the verification of unconscious cognition. *Behavioral and Brain Sciences*, *37*, 42-43 [Journal Impact Factor = 21.95]

Sanchez-Burks, J., & Uhlmann, E.L. (2013). Outlier nation: The cultural psychology of American workways. In M. Yuki & M. Brewer (Eds.) *Culture and Group Processes*, pp. 121-142. New York, NY: Oxford University Press. (The two authors contributed equally to this chapter).

Uhlmann, E.L. (2013). The logic of moral outrage. *Behavioral and Brain Sciences*, *36*, 38. [Journal Impact Factor = 21.95]

Pizarro, D.A., Tannenbaum, D., & Uhlmann, E.L. (2012). Mindless, harmless, and blameworthy. *Psychological Inquiry*, *23*, 185-188. [Journal Impact Factor = 1.40]

Uhlmann, E.L., Poehlman, T.A., & Nosek, B. (2012). Automatic associations: Personal attitudes or cultural knowledge? In Jon D. Hanson (Ed.) *Ideology, Psychology, and Law* (pp. 228-260). New York, NY: Oxford University Press.

- Uhlmann, E.L. (2011). Post-hoc rationalism in science. *Behavioral and Brain Sciences*, 34, 214-214. [Journal Impact Factor = 21.95]
- Uhlmann, E.L., & Brescoll, V.L. (2010). Bayesian Racism: A modern expression of contemporary prejudice. In Eleanor L. Simon (Ed.) *Psychology of Stereotypes* (pp. 137-150). Hauppauge, NY: Nova Science Publishers.
- Uhlmann, E.L., Poehlman, T.A., & Bargh, J.A. (2009). American moral exceptionalism. In J.T. Jost, A.C. Kay, & H. Thorisdottir (Eds.) *Social and Psychological Bases of Ideology and System Justification*. (pp. 27-52). New York, NY: Oxford University Press.
- Uhlmann, E.L., Poehlman, T.A., & Bargh, J.A. (2008). Implicit theism. In R. Sorrentino & S. Yamaguchi (Eds.) *Handbook of Motivation and Cognition Within and Across Cultures*. (pp. 71-94). St. Louis, MO: Elsevier/ Academic Press.
- Uhlmann, E.L., Brescoll, V.L., & Pizarro, D.A. (2007). The motivated use and neglect of base rates. *Behavioral and Brain Sciences*, 30, 284-285. [Journal Impact Factor = 21.95]
- Pizarro, D.A., & Uhlmann, E.L. (2005). Do normative standards advance our understanding of moral judgment? *Behavioral and Brain Sciences*, 28, 558-559. [Journal Impact Factor = 21.95]

### **Data publication and other archival datasets made publicly available**

- \*Tierney, W., Schweinsberg, M., Jordan, J., Kennedy, D. M., Qureshi, I., Sommer, S. A., \*Thornley, N., \*Madan, N., Vianello, M., \*Awtrey, E., Zhu, L., Diermeier, D., Heinze, J., \*Srinivasan, M., Tannenbaum, D., Bivolaru, E., Dana, J., Davis-Stober, C. P., Du Plessis, C. Gronau, Q. F., Hafenbrack, A. C., Liao, E. Y., Ly, A., Marsman, M., Murase, T., Schaerer, M., Tworek, C. M., Wagenmakers, E.-J., Wong, L., Anderson, T., Bauman, C. W., Bedwell, W. L., Brescoll, V., Canavan, A., Chandler, J. J., Cheries, E., Cheryan, S., Cheung, F., Cimpian, A., Clark, M., Cordon, D., Cushman, F., Ditto, P. H., Donahue, T., Frick, S. E., Gamez-Djokic, M., Hofstein Grady, R., Graham, J., Gu, J., Hahn, A., Hanson, B. E., Hartwich, N. J., Hein, K., Inbar, Y., Jiang, L., Kellogg, T., Legate, N., Luoma, T. P., Maibeucher, H., Meindl, P., Miles, J., Mislin, A., Molden, D. C., Motyl, M., Newman, G., Ngo, H. H., Packham, H., Ramsay, P. S., Ray, J. L., Sackett, A. M., Sellier, A.-L., Sokolova, T., Sowden, W., Storage, D., Sun, X., Van Bavel, J. J., Washburn, A. N., Wei, C., Wetter, E., Wilson, C., Darroux, S.-C., & Uhlmann, E. L. (2016). Data from a pre-publication independent replication initiative examining ten moral judgment effects. *Nature: Scientific Data*, 3, 160082. [Journal Impact Factor = 4.84]. See <http://www.nature.com/articles/sdata201682> and <https://osf.io/g7cu2/#!>

Data from simulating a racist society using agent-based modeling (from Korniychuk, Uhlmann, & Obloj, 2015).  
[https://osf.io/452nr/?view\\_only=75325ed7615841a69a6d4b04c0aa8058](https://osf.io/452nr/?view_only=75325ed7615841a69a6d4b04c0aa8058)

Referee red card decisions across four major European soccer leagues (dataset from Silberzahn, Uhlmann, Martin, and colleagues, 2015). <https://osf.io/gvm2z/>

Olympic medal wins and gender inequality across countries (dataset from Berdahl, Uhlmann, & Bai, 2015).  
[https://osf.io/d4m95/?view\\_only=6774852cf8284246921a3ee2163dd4b2](https://osf.io/d4m95/?view_only=6774852cf8284246921a3ee2163dd4b2)

Longitudinal dataset on stop-and-search decisions by the Los Angeles Police Department (datasets and code from Guarana et al., 2016). <https://osf.io/vqtus/>. Based on data originally collected by Ayres and Borowsky (2008)  
<http://islandia.law.yale.edu/ayres/indexcivil.htm>

Names of German managers and employees listed on Xing.com (dataset from Silberzahn, Simonsohn, & Uhlmann, 2014). <https://osf.io/stv79/>

Meta-analysis archive on the predictive validity of Implicit Association Test measures (dataset and supporting materials from Greenwald, Poehlman, Uhlmann, & Banaji, 2009). <http://faculty.washington.edu/agg/bytopic.htm>

### **Invited Presentations**

Uhlmann, E. L., Zhu, L., & Tannenbaum, D. (January, 2016). *Person-centered morality*. Invited presentation at the Sauder School of Business at the University of British Columbia.

Uhlmann, E. L., Zhu, L., & Tannenbaum, D. (August, 2016). *Person-centered morality*. Invited presentation at the Morality/Immorality Conference at the University of British Columbia.

Uhlmann, E.L., Schweinsberg, M., & The Pipeline Project Team (April, 2016). *The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline*. Invited presentation at the Asian Management Research Consortium (AMRC).

Uhlmann, E.L. (November, 2015). *Person-centered moral explanations*. Invited presentation at the Leading Edge Workshop on The Process of Explanation at the University of Illinois at Urbana-Champaign.

Uhlmann, E.L. (November, 2013). *Biases in leadership evaluations*. Invited presentation at the Department of Management at INSEAD.



Uhlmann, E.L. (November, 2013). *Biases in leadership evaluations*. Invited presentation at the School of Management at the University of Toronto.

Uhlmann, E.L. (November, 2013). *Redefining merit to justify discrimination*. Invited presentation at the Neuroscience 2013 conference in San Diego, California.

Uhlmann, E.L. (November, 2013). *Biases in leadership evaluations*. Invited presentation at the School of Hotel Administration at Cornell University.

Uhlmann, E.L. (November, 2013). *Biases in leadership evaluations*. Invited presentation at the Department of Management at Southern Methodist University.

Uhlmann, E.L. (October, 2013). *Biases in leadership evaluations*. Invited presentation at the Department of Management at the University of Sussex.

Uhlmann, E.L. (August, 2013). *Biases in leadership evaluations*. Invited presentation at the Department of Management at the Hong Kong University of Science and Technology.

Uhlmann, E.L. (November, 2011). *The implicit influence of culture*. Invited presentation at the Department of Management at the University of Groningen.

Uhlmann, E.L. (October, 2011). *The implicit influence of culture*. Invited presentation at the Department of Psychology at the University of British Columbia.

Uhlmann, E.L. (September, 2011). *The implicit influence of culture*. Invited presentation at the Department of Psychology at Stanford University.

Uhlmann, E.L. (June, 2011). *The implicit influence of culture*. Invited presentation at the Department of Psychology at the University of Washington.

Uhlmann, E.L. (May, 2011). *The implicit influence of culture*. Invited presentation at the Paul Merage School of Business at the University of California-Irvine, Irvine, CA.

Uhlmann, E.L. (May, 2011). *The implicit influence of culture*. Invited presentation at the Judge Business School at the University of Cambridge, Cambridge, England.

Brescoll, V. L. & Uhlmann, E. L. (April, 2011). *Effects of system justifying motives on biological explanations for group differences*. Invited presentation at the Department of Psychology at the University of Massachusetts Amherst.

Brescoll, V. L. & Uhlmann, E. L. (November, 2010). *Effects of system justifying motives on biological explanations for group differences*. Invited presentation at the Department of Psychology at Princeton University.

- Uhlmann, E.L. (January, 2010). *Implicit Puritanism in American moral cognition*. Invited presentation at the Department of Psychology at Michigan State University, East Lansing, MI.
- Uhlmann, E.L. (December, 2009). *Illogical influences on judgment and choice*. Invited presentation at the Antai College of Economics & Management at Shanghai Jiao Tong University, Shanghai, China.
- Uhlmann, E.L. (December, 2009). *Illogical influences on judgment and choice*. Invited presentation at the Monash University School of Business and Economics, Melbourne, Australia.
- Uhlmann, E.L. (December, 2009). *Constructed criteria: Redefining merit to justify discrimination*. Invited presentation at the HEC Paris International Business School, Jouy-en-Josas, France.
- Uhlmann, E.L. (November, 2009). *Constructed criteria: Redefining merit to justify discrimination*. Invited presentation at the National University of Singapore Business School.
- Uhlmann, E.L. (October, 2009). *Constructed criteria: Redefining merit to justify discrimination*. Invited presentation at the Lally School of Management at the Rensselaer Polytechnic Institute, Troy, NY.
- Uhlmann, E.L. (October, 2009). *Constructed criteria: Redefining merit to justify discrimination*. Invited presentation at the Fox School of Business at Temple University, Philadelphia, PA.
- Uhlmann, E.L. (September, 2009). *The contagious effects of corporate crises*. Invited presentation at the Warrington College of Business Administration at the University of Florida, Gainesville, FL.
- Uhlmann, E.L. (February, 2009). *Motivated hiring discrimination*. Invited presentation at the Haas School of Business, Berkeley, CA.
- Uhlmann, E.L. (September, 2009). *The contagious effects of corporate crises*. Invited presentation at the Ford Center at the Kellogg School of Management, Northwestern University, Evanston, IL.
- Uhlmann, E.L. (January, 2009). *Motivated hiring discrimination*. Invited presentation at the Ford Center at the Kellogg School of Management, Northwestern University, Evanston, IL.

## **Presentations and Posters at Conferences**

- Uhlmann, E. L., Zhu, L., & Tannenbaum, D. (August, 2017). *The consequences of consequentialism for leaders*. Paper presented at the Academy of Management annual meeting in Atlanta, Georgia.
- Uhlmann, E. L., Zhu, L., & Tannenbaum, D. (July, 2017). *Person-centered morality*. Paper presented at the European Association of Social Psychology annual meeting in Granada, Spain.
- Uhlmann, E. L., Zhu, L., & Tannenbaum, D. (March, 2017). *Person-centered morality*. Paper presented at the International Convention of Psychological Science annual meeting in Vienna, Austria.
- Uhlmann, E. L., Zhu, L., & Tannenbaum, D. (August, 2016). *Person-centered morality*. Paper presented at the Academy of Management annual meeting in Anaheim, California.
- Uhlmann, E. L., & Cohen, G.C. (July, 2016). *Rationalizing gender discrimination*. Paper presented at the International Society for Justice Research annual meeting in Canterbury, UK.
- Uhlmann, E. L., Zhu, L., & Tannenbaum, D. (May, 2016). *Person-centered morality*. Paper to be presented at the American Psychological Society annual meeting, Chicago, IL.
- Bauman, C., Schweinsberg, M., Madan, N., Uhlmann, E. L., & The Pipeline Project Team (2016). *The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline*. Paper presented at the Society for Personality and Social Psychology Meeting, San Diego, CA.
- Solal, I., Snellman, K.E., & Uhlmann, E.L. (2015). Women don't mean business? Gender penalty in board appointments. *Academy of Management Proceedings 2015 (1)*, 17138.
- Silberzahn, R., Uhlmann, E.L., & Zhu, L. (August, 2014). *Pay as she goes: For stereotypically male jobs, women tend to be hired by the hour*. Paper presented at the Academy of Management in Philadelphia, Pennsylvania.
- Brescoll, V.L., & Uhlmann, E.L. (January, 2014). *Hard-won and easily lost: The fragile status of leaders in gender-stereotype-incongruent occupations*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

- Silberzahn, R., & Uhlmann, E.L. (2013). *It pays to be Herr Kaiser: Germans with noble-sounding surnames more often work as managers*. Paper presented at the Academy of Management in Orlando, Florida.
- Uhlmann, E.L., Poehlman, T.A., Tannenbaum, D., & Bargh, J.A. (January, 2012). *Implicit Puritanism in American moral cognition*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Uhlmann, E.L., Brescoll, V.L., & Newman, G. (January, 2012). *The implicit effects of gender stereotypes on preferences for healthy and unhealthy foods*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Brescoll, V. L. & Uhlmann, E. L. (July, 2011). *Effects of system justifying motives on biological explanations for group differences*. Paper presented at the International Association of Political Psychology, Istanbul, Turkey.
- Tannenbaum, D., Uhlmann, E. L., & Diermeier, D. (January, 2011). *Moral signals, public outrage, and immaterial harms*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Brescoll, V.L., Uhlmann, E.L., Moss-Rascusin, C., & Sarnell, L. (August, 2008). *Denigration by mere association: Working for a gender atypical supervisor leads men to lose status*. Paper presented at the Academy of Management, Anaheim, CA.
- Uhlmann, E.L., Poehlman, T.A., & Bargh, J.A. (August, 2007). *Implicit Puritanism in American moral cognition*. Paper presented at the Academy of Management conference. Philadelphia, PA.
- Tannenbaum, D., Pizarro, D. A., Uhlmann, E. L., & Ditto, P. H. (February, 2007). *The motivated use of moral principles*. Poster presented at the Society for Personality and Social Psychology. Memphis, TN.
- Poehlman, T.A., Uhlmann, E.L., Greenwald, A.G., & Banaji, M.R. (August, 2007). *Predictive validity of the Implicit Association Test: Meta-analysis of 138 studies*. Paper presented at the Academy of Management conference. Philadelphia, PA.
- Pizarro, D.A., Uhlmann, E., Tannenbaum, D., & Ditto, P.H. (November, 2006). *Motivated reasoning about moral principles*. Paper presented at the Annual Society for Judgment and Decision Making conference, Houston, TX.
- Tannenbaum, D., Pizarro, D. A, Uhlmann, E. L., & Ditto, P. H. (May, 2006). *Truth and consequences: The motivated use of moral principles*. Poster presented at the Association for Psychological Science, New York, NY.

Tannenbaum, D., Pizarro, D. A., Uhlmann, E. L., & Ditto, P. H. (July, 2006). *The (politically) motivated use of moral principles*. Paper presented at the Summer Institute in Political Psychology, Stanford University, CA.

Poehlman, T.A., Uhlmann, E.L., Greenwald, A.G., & Banaji, M.R. (January, 2005). *Understanding and using the IAT: 3. A meta-analysis of predictive validity*. Poster presented at the Society for Personality and Social Psychology conference. New Orleans, LA.

Poehlman, T.A., & Uhlmann, E.L. (October, 2004). *Predictive validity of the IAT*. Paper presented at the Predictive Validity of the IAT conference. Cambridge, MA.

Uhlmann, E.L., & Cohen, G. (January, 2004). *Hiring discrimination against women: The role of constructed criteria*. Poster presented at the Society for Personality and Social Psychology conference. Austin, TX.

Pizarro, D.A., Uhlmann, E.L., & Bloom, P. (May, 2003). *Causal deviance and the attribution of moral responsibility*. Poster presented at the 15<sup>th</sup> annual meeting of the American Psychological Society. Atlanta, GA.

Pizarro, D.A., Uhlmann, E.L., & Salovey, P. (January, 2002). *Asymmetries in moral judgment: The role of metadesires in judgments of moral responsibility*. Poster presented at the 3<sup>rd</sup> annual meeting of the Society for Personality and Social Psychology. Savannah, GA.

### **Publication Statistics**

Total Number of Citations on Google Scholar: 4873

h-index: 26 (26 papers cited at least 26 times)

i10-index: 36 (36 papers cited at least 10 times)

### **Selected Media Mentions**

Schweinsberg et al. (2016)

- Five Thirty Eight

<http://fivethirtyeight.com/features/failure-is-moving-science-forward/>

- Retraction Watch

<http://retractionwatch.com/2016/03/31/what-if-we-tried-to-replicate-papers-before-theyre-published/>

- Real KM

<http://realkm.com/2016/04/07/pipeline-project-aims-to-improve-reproducibility-of-scientific-research/>

- The Atlantic

[http://www.theatlantic.com/science/archive/2016/03/save-psychology-by-replicating-studies-before-theyre-published/475983/?utm\\_source=SFTwitter](http://www.theatlantic.com/science/archive/2016/03/save-psychology-by-replicating-studies-before-theyre-published/475983/?utm_source=SFTwitter)

- Slate 1  
[http://www.slate.com/articles/technology/future\\_tense/2016/04/the\\_reproducibility\\_crisis\\_is\\_good\\_for\\_science.html](http://www.slate.com/articles/technology/future_tense/2016/04/the_reproducibility_crisis_is_good_for_science.html)
- Slate 2  
[http://www.slate.com/articles/health\\_and\\_science/future\\_tense/2016/04/biomedicine\\_facing\\_a\\_worse\\_replication\\_crisis\\_than\\_the\\_one\\_plaguing\\_psychology.html](http://www.slate.com/articles/health_and_science/future_tense/2016/04/biomedicine_facing_a_worse_replication_crisis_than_the_one_plaguing_psychology.html)
- In the Black  
<https://www.intheblack.com/articles/2017/03/01/sceptical-of-scientific-studies>
- The Scientist  
<http://www.the-scientist.com/?articles.view/articleNo/49161/title/Online-Platform-Aims-to-Facilitate-Replication-Studies/>

Silberzahn, Uhlmann, Martin, et al. & Nosek (2015)

- Harvard Business Review  
<https://hbr.org/2015/03/what-to-do-when-people-draw-different-conclusions-from-the-same-data>
- Innovation Observer  
<http://innovationobserver.com/2015/04/09/crowdsourcing-data-analysis-and-everything-else/>
- Five Thirty Eight (1)  
<http://fivethirtyeight.com/features/science-isnt-broken/>
- Simply Statistics  
<http://simplystatistics.org/?p=4268>

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- Pacific Standard  
<http://www.psmag.com/books-and-culture/catty-social-scientists-are-doing-us-a-service>

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- TIME  
<http://time.com/4021781/food-marketing-gender/>
- Washington Post  
<https://www.washingtonpost.com/news/wonk/wp/2015/09/15/why-men-and-women-treat-food-differently/>
- CBC news  
<http://www.cbc.ca/m/touch/business/story/1.3277895>
- Quartz  
<http://qz.com/501804/food-that-markets-to-both-genders-confuses-peoples-tastebuds/>
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<http://m.runnersworld.com/general-interest/greater-gender-equality-equals-more-olympic-medals>
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<http://digest.bps.org.uk/2014/11/countries-with-more-gender-equality.html?m=1>
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<http://www.telegraph.co.uk/women/womens-business/11215511/Olympic-medals-Countries-with-greater-gender-equality-win-more.html>
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<http://www.vocativ.com/culture/society/gender-equality-sports/>

Silberzahn & Uhlmann (2015)

- The Economist  
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<http://www.spiegel.de/wissenschaft/mensch/wissenschaft-absurd-ein-datensatz-29-ergebnisse-a-1056704.html>
- Pacific Standard  
<http://www.psmag.com/nature-and-technology/a-fix-for-social-science>
- The Verge  
<http://www.theverge.com/2015/10/7/9469845/different-meanings-from-same-data-research-science>
- Phys.org  
<http://phys.org/news/2015-10-pair-crowd-sourcing-social-science.html>

- Social Science Space  
<http://www.socialsciencespace.com/2015/11/a-new-front-in-the-replication-wars-economics/>
- Statistical Modeling, Causal Inference, and Social Science Blog  
<http://andrewgelman.com/2016/01/16/a-reanalysis-of-data-from-a-psychological-science-paper/>

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<http://stimmthaltnicht.de/herr-koenig-wird-eher-befoerdert-als-herr-bauer/>
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<https://www.intheblack.com/articles/2017/03/01/sceptical-of-scientific-studies>

Uhlmann & Barnes (2014)

- Science News  
<https://www.sciencenews.org/article/basketball-players-richly-rewarded-selfishness-playoffs>
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- Forbes  
<https://www.forbes.com/sites/bisnow/2017/07/13/what-the-future-of-money-means-for-real-estate/#79ef790f3a44>



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- World Science  
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<http://timesofindia.indiatimes.com/business/india-business/Keep-it-professional-at-the-office-cube/articleshow/25125200.cms>

Uhlmann, Zhu, Pizarro, and Bloom (2012)

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<http://www.bostonglobe.com/ideas/2012/06/16/the-secret-better-alibi/e7UwOP5IDcEkSP5PMGfIaM/story.html>
- Wall Street Journal  
<http://blogs.wsj.com/ideas-market/2012/06/26/evil-twins-and-moral-spillover-tainted-by-blood/>
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<http://www.psychologytoday.com/blog/pop-psych/201304/why-hang-them-separately-when-we-can-hang-them-together>

Uhlmann & Nosek (2012)

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<http://www.business-digest.eu/en/2013/06/18/racial-prejudice-my-culture-made-me-do-it/>

Uhlmann, Poehlman, Tannenbaum, and Bargh (2011)

- New York Times  
<http://www.nytimes.com/2012/08/05/opinion/sunday/are-americans-still-puritan.html>
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[http://www.socialjudgments.com/docs/Wilson\\_Quarterly\\_Article.pdf](http://www.socialjudgments.com/docs/Wilson_Quarterly_Article.pdf)

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- The Atlantic  
<http://www.theatlantic.com/business/archive/2015/12/meritocracy/418074/>

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[http://www.businessweek.com/careers/managementiq/archives/2007/07/more\\_on\\_the\\_bul.html](http://www.businessweek.com/careers/managementiq/archives/2007/07/more_on_the_bul.html)
- New York Times  
<http://www.nytimes.com/2007/11/01/fashion/01WORK.html?ei=5087&em=&en=a17ca146f001412f&ex=1194148800&adxnnl=1&adxnnlx=1194043576-OV3NSt57QCHo+LD97TAnJw>
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Uhlmann and Cohen (2005)

- Featured in Sheryl Sandberg's New York Times bestseller *Lean In*
- Management Issues

[http://www.management-issues.com/display\\_page.asp?section=research&id=2297](http://www.management-issues.com/display_page.asp?section=research&id=2297)

### **Honors and Awards**

- August 4, 2014      GDO Best Student Paper at the Academy of Management Meeting for Silberzahn, Uhlmann, & Zhu (2014), "Pay as she goes: For stereotypically male jobs, women tend to be hired by the hour"
- May 16, 2013      One of five finalists for the 2013 *Organizational Research Methods* Best Paper Award for Uhlmann et al. (2012), "Getting Explicit about the implicit: A taxonomy of implicit measures and guide for their use in organizational research"
- May 27, 2005      Editor's Choice Distinction in *Science* for Uhlmann & Cohen (2005), "Constructed criteria: Redefining merit to justify discrimination"
- 2000-2003      National Science Foundation Graduate Research Fellowship

### **Research Grants**

- 2017      INSEAD R&D Grant (with Horacio Falcao and Roderick Swaab), "Massive Online Virtual Negotiations," €10,000.
- 2017      INSEAD R&D Grant (with Stefan Thau), "Politics in Science," €9,000
- 2016      INSEAD R&D Grant (with Stefan Thau and Amitava Chattopadhyay), "Singapore Data Team additional funds," €25,000
- 2016      INSEAD R&D Grant (with Horacio Falcão, Martin Schweinsberg, and Sameer Hasija), "Capturing moment to moment negotiation dynamics" €10,000
- 2015      INSEAD R&D Grant (with Martin Schweinsberg, Horacio Falcão, and Stefan Thau), "Three Large-Scale Open Science Projects" €15,000
- 2015      INSEAD R&D Grant, "Stereotyping and Status in the Media" €12,000

2015	INSEAD R&D Grant, “Randomized field experiment comparing the performance of teams and multi-team systems”, €15,000
2015	INSEAD R&D Grant (with Stefan Thau and Amitava Chattopadhyay), “Singapore Data Team (SiDaT)”, €70,000
2014	INSEAD R&D Grant (with Kaisa Snellman), “Crowdsourcing Science”, €10,800
2014	INSEAD R&D Grant (with Kaisa Snellman), “Dynamics of gender inequality”, €12,106
2013	HEC Paris Research Grant
2012	HEC Paris Research Grant
2011	HEC Paris Research Grant
2010	HEC Paris Research Grant
2004-2005	Larry Kramer Fund, Yale University
2004	The Grants-In-Aid-Program, The Society for the Psychological Study of Social Issues

### **Professional Service**

2017-present	Dissertation committee, Kraivin Paripont Chintakananda, Singapore Management University.
2017-present	Dissertation committee, Eliza Bivolaru, INSEAD.
2016-present	Catalyst Mentor for Alice Zhou, Singapore American School (SAS) high school student working to adapt 3 INSEAD negotiation cases for high school audiences.
2016-present	Dissertation committee, Horacio Falcão, SMU and INSEAD. (Horacio is both an SMU PhD student and an INSEAD Professor).
2016-present	Dissertation committee, Michael Schaerer, INSEAD
2016-present	Dissertation committee, Andres Montealegre, Universidad de Los Andes
2015-present	Behavioral Lab Committee

- 2015-present Co-Founder (with Stefan Thau, Andy Yap, and Amitava Chattopadhyay), Singapore Data Team (SiDaT)
- 2014-present INSEAD OB Area Curriculum Coordination initiative (with Martin Schweinsberg, & Stefan Thau). We have created a:  
1) Curriculum Coordination Google document with a detailed summary of all OB area courses and lectures, and  
2) Teaching Dropbox of INSEAD OB area course content.
- 2014 OB PhD Recruiting Committee, INSEAD
- 2013-present Dissertation committee, Aleksey Korniychuk, HEC Paris

### **Teaching Interests**

Organizational Behavior, Negotiations, Influence and Persuasion, Cross Cultural Management, Judgment and Decision Making, Business Ethics, Managerial and Organizational Cognition, Stereotyping and Prejudice, Diversity, Teams

### **Teaching Experience**

- Spring-Fall 2017 Supervised Independent Study Project (ISP) by INSEAD MBA students Bryan Gunawan and Amit Baranwal: developing of a book and accompanying cases and role plays on communication and conflict.
- Spring-Fall 2017 Supervised Independent Study Project (ISPs) by INSEAD MBA students Katja Smuk, Maria Belen Said, Stephane Nakkle, Tom Niblock, Pallavi Punvani, Taylor Sloane, Sajeed Rahman, Peter Roberts, Ian Chu, Hye Jung Min, Nivedh Shetty, Sabrina Lakhani, and Lara Bekhazi developing cases for the world and a new open-source personality report system. (Not all ISPs for official credit).
- Summer 2017 Flip lectures on the “Personality Perceptions Report” and “Study Group 360” for INSEAD coaches.
- Summer 2017 Day Class on “Advanced Negotiations” in Madrid, Spain for alumni.
- Summer 2017 Day course for alumni and others on “Multiparty negotiations and stakeholder engagement” co-taught with Prof. Horacio Falcão.

Spring 2017	Guest lecture on “Prediction surveys” in Prof. Phil Parker’s doctoral course on research methods.
Spring 2017	Guest lecture on “The Replication Revolution” in Prof. Stefan Thau’s the Experimental Methods doctoral course.
Spring 2017	Session for the launch of the Women in Business Club of Belgium on “Gender in the Workplace” Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.8 (shared session with Kay de Gier)
Spring 2017	Master Class in Belgium for prospective MBA and EMBA students on “The Three Negotiations”
Spring 2016	Three invited lectures for the INSEAD Robin Hood MBA scholarship fund on “The Psychology of Bullshit” (repeated twice) and “Political Correctness.”
Spring 2017	Three invited lectures for the INSEAD Women in Business Club on “Social Stereotyping,” “Negotiating Gender in the Workplace,” and “Gender and Objectification.”
Spring 2017	Session at the Asian Management Research Conference on writing impactful doctoral dissertations (co-taught with Phanish Puranam).
Spring 2017	Brief presentation in an INSEAD CSP on “Interpreting your 360 report” and 5 sessions of executive coaching (unrated).
Winter-Fall 2017	Supervised Independent Study Projects (ISP) by INSEAD MBA students Hsia-Ping Liu, Daniel Layug, Ibrahim Cherkaoui, Jivesh Juneja, and Liquian Lim, using the Bearden, Tierney, & Uhlmann (2015) Second-Order Self Journal.
Winter 2017	Supervised Independent Study Project (ISP) by INSEAD MBA student Veronica Zhou on social connections.
Winter 2017	Professor, “Fundamentals of Value Negotiation.” Two day long negotiations training course for INSEAD staff and MBA partners.
Winter 2017	Two open lectures on “The Psychology of Bullshit.”

Winter 2017	Professor, Organizational Behavior (MBA course, four sections). INSEAD. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.6
Winter 2017	Lectures for the INSEAD Women in Business Club on “Gender and Ethics” and “Negotiating Gender in the Workplace.”
Winter 2017	Professor, influence, motivation, diversity, teams, and feedback sessions of the Stibbe executive education program. INSEAD. (Planned) Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.7
Fall 2016	Professor, “Negotiation Dynamics,” day-long session in INSEAD Executive Education CSP. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.2
Fall 2016	Invited lecture for the Robin Hood fundraiser and Women in Business Club on “The Ethics of Gender in the Workplace”
Fall 2016	Professor, “Teaching Negotiations.” Session for PhD students on teaching negotiations and developing negotiation cases.
Fall 2016	Professor, “Fundamentals of Value Negotiation.” A two-day negotiations training course for INSEAD staff and MBA partners.
Fall 2016	Lecture for prospective INSEAD MBA students using our student-written case, “The Union Negotiation”
Fall 2016	Professor, “Negotiation Dynamics,” half-day and day-long sessions in INSEAD Executive Education CSP. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.3
Fall 2016	Supervised Independent Study Projects (ISP) by INSEAD MBA students Max Waldron, Shiv Sharma, and Sam Burrell using the Bearden, Tierney, & Uhlmann (2015) Second-Order Self Journal. (Not all ISPs for official credit)
Fall 2016	Guest lecture by video conference, Research Methods PhD course at the Universidad de Los Andes.

- Spring-Fall 2016 Co-design of 5 wellness interventions and customized 360<sup>0</sup> for a CSP with Phil Parker, Manuel Sosa, Neil Bearden, Warren Tierney, and Martin Schweinsberg. Also completed 20 sessions of executive coaching for the CSP and recruited and trained two additional coaches.  
Mean unofficial coaching evaluation I received (*1=Poor, 5 =Excellent*): 4.6  
Formal participant evaluation of customized 360 tool: 4.4  
Formal coaching evaluation for 2 coaches I trained: 4.5
- Spring-Fall 2016 Supervised Independent Study Projects (ISPs) by INSEAD MBA students Aly Madhavji, Fernanda Antunes, Eric Sullivan, Bernardo Bentley, Can Yagli, Marcos Bruno, Aditya Prasad, Casilda Alvarez, Diogo Duarte, Yerlan Minavar, Manuel Janisch, Anchal Goel, Hitesh Bhuraria, Giovanni Nati, Ara Khararjian, & Tanay Arora, further developing their negotiation cases for the world. (Not all ISPs for official credit)
- Spring-Fall 2016 Supervised Independent Study Projects (ISPs) by INSEAD MBA students Clemence Ollivier, Jerome Routhier Turcotte, Cindy Tan, Anton Oliver, Guillaume Pigot, Nico Dehnert, Karan Kunjur, Casilda Alvarez, Diogo Duarte, Raphael Hung, and Hadi Alaghehband using the Uhlmann & Bearden (2015) Interyou Session exercise. (Not all ISPs for official credit)
- Spring 2016 Professor, “Fundamentals of Value Negotiation.” A half-day negotiations training course for INSEAD staff and MBA partners.
- Spring 2016 PhD MOOC on Crowdsourcing Science. Three lectures video recorded for later viewing by PhD students at INSEAD and other institutions.
- Spring 2016 Invited lecture for the INSEAD Robin Hood MBA scholarship fund on “The Moral Psychology of Capitalism and Philanthropy”



Spring 2016	Professor (co-teaching with Martin Schweinsberg and Neil Bearden), Crowdsourcing Science. A PhD boot camp open to all doctoral students in Singapore, with attendees from INSEAD, NTU, NUS, and SMU. Note: PhD courses do not receive teaching evaluations at INSEAD.
Spring 2016	Professor, “Fundamentals of Value Negotiation.” A day-long negotiations mini-course for MBA partners and INSEAD staff.
Winter 2016	Professor, Organizational Behavior (MBA course, 3 sections). INSEAD. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.2
Winter 2016	Professor, “Fundamentals of Value Negotiation.” A day-long negotiations mini-course for MBA partners (repeated twice).
Winter 2016	Invited lecture for the INSEAD Women in Business Club on “Negotiating Gender in the Workplace”
Winter 2016	Invited lecture for the INSEAD Women in Business Club on “Gender and Objectification in the Workplace”
Winter 2016	Supervised Independent Study Project (ISP) by INSEAD MBA student Rashmi Kabra on Philanthropy and Leadership
Winter 2016	Supervised Independent Study Project (ISP) by INSEAD MBA student Roman Steiner on “Emotional Intelligence and Personal Change,” using the Bearden, Tierney, & Uhlmann (2015) Second-Order Self Journal.
Winter 2016	Supervised Independent Study Project (ISP) by INSEAD MBA student Cherian Joseph on Negotiations in Emerging Markets
Fall 2015	Invited lecture for OUTSEAD Spirit Day student event in Singapore on “Implicit Stereotyping and Prejudice”
Fall 2015	Invited lecture for the INSEAD Robin Hood MBA scholarship fund on “Gender Stereotyping”
Fall 2015	Open Lecture, “The Moral Psychology of Capitalism”

Fall 2015	Invited lecture for Spirit Day student event in Fontainebleau on “Implicit Stereotyping and Prejudice”
Fall 2015	Open Lecture on “Lie Detection”
Fall 2015	Open Lecture, “Virality: What makes things catch on?”
Fall 2015	Professor, Organizational Behavior (MBA, 2 sections). INSEAD Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.6
Fall 2015	Professor, Negotiations (MBA course, 2 sections). INSEAD. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.4
Fall 2015	Supervised Independent Study Project (ISP) by INSEAD MBA student Ria Thomas George on Negotiation and Power in Indian Organizations. (Not for official credit).
Fall 2015	Supervised Independent Study Project (ISP) by INSEAD MBA student Monica Maestre: randomized field experiment on online marketing. (Not for official credit).
Summer 2015	Supervised Independent Study Project (ISP) by INSEAD MBA student Pierre Ebner on diversity in the banking industry.
Summer 2015	Invited lecture for the INSEAD Sustainability Executive Roundtable on “The Insidious Power of Implicit Stereotypes”
Spring 2015	Guest lecture, “Deception and Deceit” for Prof. Andy Yap’s INSEAD MBA course Power and Politics.
Spring 2015	Guest lecture, “Virality: Why Things Catch On” for Prof. Philip Parker’s INSEAD MBA course on Strategies for the Bottom of the Pyramid.
Spring 2015	Invited lecture for the INSEAD Robin Hood MBA scholarship fund on “The Moral Psychology of Capitalism and Philanthropy”

Spring 2015	Two open lectures on “Nudges”
Spring 2015	Professor (co-teaching with Stefan Thau), Crowdsourcing Science. Doctoral Master Class at the Asian Management Conference 2015.
Spring 2015	Invited lecture for the INSEAD Women in Business Club on “Managing Gender in the Workplace”
Winter 2015	Professor, Organizational Behavior (MBA course, 3 sections). INSEAD. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.4
Spring 2014	Professor, Cross-Cultural Management (MBA course). HEC Paris. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.8
Spring 2014	Professor, Cross-Cultural Management (MBA course). HEC Paris. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.5
Spring 2014	Professor, Cross-Cultural Management (undergraduate course). HEC Paris. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.2
Fall 2013	Professor, Weapons of Influence (undergraduate course). HEC Paris. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.9
Fall 2013	Professor, Motivation and Emotion (undergraduate course). HEC Paris. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.9
Fall 2013	Professor, Human Irrationality (undergraduate course). HEC Paris. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.2
Fall 2013	Professor, Weapons of Influence (undergraduate course). HEC Paris. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.3
Spring 2013	Professor, Cross-Cultural Management (MBA course). HEC Paris. Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.3

Spring 2013 Professor, Managing Cross Cultural Differences (PhD seminar). HEC Paris.  
Instructor evaluation (*1 = Poor, 5 = Excellent*): 4.8

Spring 2013 Professor, Cross-Cultural Psychology of Business (undergraduate course). HEC Paris.  
Instructor evaluation (*1 = Poor, 5 = Excellent*): 4.1

Fall 2012 Professor, Weapons of Influence (undergraduate course). HEC Paris.  
Instructor evaluation (*1 = Poor, 5 = Excellent*): 4.4

Fall 2012 Professor, Cross-Cultural Management (MBA course). HEC Paris.  
Instructor evaluation (*1 = Poor, 5 = Excellent*): 3.7

Spring 2012 Professor, Cross-Cultural Psychology of Business (undergraduate course). HEC Paris.  
Instructor evaluation (*1 = Poor, 5 = Excellent*): 4.7

Spring 2012 Professor, Negotiations (Part-Time MBA course). HEC Paris.  
Instructor evaluation (*1 = Poor, 5 = Excellent*): 4.3

Spring 2012 Professor, Judgment and Decision Making (PhD seminar). HEC Paris.  
Instructor evaluation (*1 = Poor, 5 = Excellent*): 4.5

Spring 2012 Professor, Negotiations (Full-Time MBA course). HEC Paris.  
Instructor evaluation (*1 = Poor, 5 = Excellent*): 3.9

Spring 2011 Professor, Negotiations (Part-Time MBA course). HEC Paris.  
Instructor evaluation (*1 = Poor, 5 = Excellent*): 3.9

Spring 2011 Professor, Judgment and Decision Making (PhD seminar). HEC Paris.  
Instructor evaluation (*1 = Poor, 5 = Excellent*): 4.8

Spring 2011 Professor, Negotiations (Full-Time MBA course). HEC Paris.  
Instructor evaluation (*1 = Poor, 5 = Excellent*): 3.7

Fall 2009	Professor, Social Basis of Behavior (Social Psychology undergraduate course). Illinois Institute of Technology. Instructor evaluation ( <i>0 = Very Poor, 5 = Excellent</i> ): 4.4
Summer 2009	Professor, Human Rationality and Irrationality—Business Implications (MBA course). University of Washington. Instructor evaluation ( <i>0 = Very Poor, 5 = Excellent</i> ): 4.5
Summer 2009	Professor, Human Rationality and Irrationality (undergraduate course). University of Washington. Instructor evaluation ( <i>0 = Very Poor, 5 = Excellent</i> ): 4.7
Summer 2009	Two guest lectures, Social Psychology. Instructor: Margaret Marshall. Seattle Pacific University.
Spring 2009	Six guest lectures, Advanced Quantitative Methods. Instructor: Laura Little. University of Washington.
November 11, 2004	Guest lecture (“Implicit attitudes and beliefs”), in Social Psychology. Instructor: Richard Eibach. Yale University.
Fall 2004	Teaching Assistant, Social Psychology. Instructor: Richard Eibach. Yale University.
July 19, 2004	Guest lecture (“Automatic thinking: Social cognitive research into the unconscious”), in Introductory Psychology. Instructors: Keisha Burdick and Gregory Walton. Yale University.
Fall 2003	Teaching Assistant, Social Psychology. Instructor: Richard Eibach. Yale University.
April 10, 2003	Guest lecture (“Implicit measures of attitude”), in Prejudice and Political Intolerance. Instructor: Donald Green. Yale University.
October 15, 2002	Guest lecture (“Unconscious effects of violent media”), in Media and Society. Instructor: Jerome Springer. Yale University.
Fall 2001	Teaching Assistant, Introductory Psychology. Instructor: Mark Packard. Yale University.

## **Cases and Exercises**

“The Joint Bid Case,” a negotiation role-play with debrief slides and full accompanying lecture on “Value Creation” (co-created with Warren Tierney, Martin Schweinsberg & Horacio Falcão). The original version has been used in the INSEAD Negotiations elective. We also developed a high school version of this case (Tierney, Zhou, Schweinsberg, Falcão, & Uhlmann) for use in India by an NGO.

“The Art Case,” a negotiation role-play with debrief slides and complete accompanying lecture on “Value Claiming” (co-created with Martin Schweinsberg, Horacio Falcão, & Warren Tierney). Used in the INSEAD Negotiations elective.

“The Family Loan,” a negotiation role-play and full accompanying lecture on “The Seven Elements of a Negotiation” (written by INSEAD MBA student Wenshan Yeo under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and myself).

“Dorado Primavera,” a negotiation role-play and full accompanying lecture on “The Seven Elements of a Negotiation” (written by INSEAD MBA students Tony Yang, Xinyan Fang, Tatyana Ivanova, Jan Kinsky, Eliseon De Lucchi, and Nitant Kohli under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and myself).

“Crediluna,” a negotiation discussion case and full accompanying lecture on “The Seven Elements of a Negotiation” (written by INSEAD MBA student Karin del Rey under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and myself).

“The Job Negotiation,” a negotiation role-play with debrief slides and full accompanying lecture on “Negotiation Preferences” (co-created with Martin Schweinsberg, Horacio Falcão, & Warren Tierney). Used in the INSEAD Negotiations elective and an INSEAD corporate MOOC for approximately 10,000 managers

“The Dublin Job,” a negotiation role-play with debrief slides and full accompanying lecture on “Job Negotiation Steps” (co-created with Martin Schweinsberg, Horacio Falcão, & Warren Tierney).

“The Castaways,” a negotiation role-play with debrief slides and full accompanying lecture on “Communication Channels” (written by MBA students Austin Dcosta, Byron Ascott-Evans, Emmanuele Benatti, Fernanda Antunes, Laura Foo, Sam Kaye, and Eric Sullivan and Research Assistant Rui Ling under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“The Scholarship Negotiation,” a negotiation role-play with debrief slides and full accompanying lecture on “Communication Channels” (written by MBA students Pallavi Punvani, Nicole Adarme, Adnane Benitto, Marc Hochar, Jakub Kaplan, & Howard Zhang under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself). Used in INSEAD’s Organizational Behavior 1 core course on both campuses.

“Game of Chicken,” a negotiation role-play with debrief slides and full accompanying lecture on “Team Negotiations” (written by MBA students Bernardo Betley, Can Yagli, Ciaran Galvin, Hailey Hu, & Pavani Gulati, under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself). Used in the INSEAD Negotiations elective.

“The Newspaper Case,” a negotiation role-play with debrief slides and full accompanying lecture on “Conflict Resolution” (co-created with Martin Schweinsberg, Horacio Falcão, & Warren Tierney). Used in the INSEAD Negotiations elective.

“The Indian Mob Boss Negotiation,” a negotiation strategy case with debrief lecture slides (written by an anonymous student under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“The Inheritance,” a negotiation role-play and full accompanying lecture on “Mediation” (written by INSEAD PhD student Eliza Bivolaru under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and myself).

“The Football Transfer,” a negotiation role-play with debrief slides and full accompanying lecture on “Agents” (written by MBA students Aditya Prasad, Anna Sarre, Manuel Janisch, Jeremy Leopold-Metzger, & Yerlan Minavar under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself). Used in the INSEAD Negotiations elective.

“The Union Negotiation,” a negotiation strategy and ethics case with complete debrief lecture on “Negotiation Ethics” (written by MBA student Marcos Bruno under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself). Used in the INSEAD Negotiations elective.

“The Interrogation,” a negotiation role-play with debrief slides and full accompanying lecture on “Lies and Deception” (written by MBA students Taylor Sloane, Sajeed Rahman, Peter Roberts, Ian Chu, Natalia Feshkova, & Hye Jung Min under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“The Dual Career Negotiation” a negotiation role-play and full accompanying lecture on “Dual Career Couples” (written by MBA student Lara Bekhazi under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“Chocomania” a negotiation role-play and full accompanying lecture on “Virtual Agents” (written by MBA students Daniela Mordetzki, Mai Nguyen Thuy, Vaibhav Kashyap, & Yuhei Ishiguro under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“Magos and Tala Comics,” a negotiation role-play and full accompanying lecture on “Negotiating Across Cultures” (written by INSEAD MBA students Carmen Ruiz Pozuelo and Alessandro Mazzarini under the supervision of Professors Martin Schweinsberg, Horacio Falcão and myself).

“Golden Standard,” a negotiation role-play and full accompanying lecture on “Multiparty Negotiations and Stakeholder Engagement” (written by INSEAD MBA students Astrid Schrader, Julia Snedkova, & Xiaolin Tao under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and myself).

“The Roommates” a negotiation role-play and full accompanying lecture on “Personality Differences” (written by MBA students Katja Smuk, Shweta Bagchi, Adrien Gilquin, Jad Naoum, & Jamil Semhat under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“Train on Time” a global virtual team exercise and full accompanying lecture on “Global Virtual Teams” (written by MBA students Deniz Erol, Daniel Liao, Thomas Niblock, Oscar Torrico, Madiha Javaid, Sahil Makker, & Viknesh Varan under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“PCE international” a feedback role-play and full accompanying lecture on “Giving and Receiving Feedback” (written by MBA students Maria Belen Said, Daniel Layug, Jordan Paton, Jiaming Zhang, & Stephane Nakhle under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself). Used in the INSEAD Organizational Behavior 1 core course.

“Chemical Cleanup” a team decision making role-play and full accompanying lecture on “Team Decision Making” (written by MBA student Thomas Niblock under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“A Liter of Light” (co-created with Phil Parker). An exercise to illustrate the value of creative thinking. Students are asked for their thoughts and feelings about a dark shanty town with empty liter bottles of soda strewn on the streets. Then the instructor reveals the bottles can be used to make a cost-effective light bulb. Used in a Company Specific Program directed by Prof. Parker.

“The Crane Chivalry Case,” “The Gentleman CEO,” “The Consulting Team,” “The Doctor’s Dilemma,” and “The Hands-On Manager” (co-written with Neil Bearden). Discussion caselets about ethical issues regarding gender in the workplace, with instructor script and debrief slides on “The Ethics of Gender in the Workplace.”

“The Face of the Company,” “The Quality Manager,” “The Recruitment Drive,” and “The Company Party.” Discussion caselets with debrief slides on “Gender and Objectification.” Co-written with MBA students Amal Alsuhaibani, Gavin Gao, Aditya Harit, Steven Zika, Artemis Ailianou, Jadapa Anantanikorn, Vladimir Dugin, Luiz Victor Rodrigues Goncalves, Rohit Mittal, and Masis Vardanyan.



“The Conference Call,” “The Token,” “Dangerous Dongles,” and “Due Diligence.” Discussion caselets with debrief slides on “Political Correctness.” Co-written with MBA students Daniela Mordetzki, Mai Nguyen Thuy, Vaibhav Kashyap, Yuhei Ishiguro, Spandana Chopra, Pietro Di Filippo, Moven Liu, Cristina Moldovan, and Graham Rosen.

### **Other Teaching Materials**

“Interyou Session” (co-created with Neil Bearden). Independent Study Project. At the beginning of the MBA program, students video record questions for their future self. Their answers are video recorded when they are about to graduate and edited into a conversation with themselves that serves as the basis for a reflection paper.

“Someone who impacted you” (co-created with Neil Bearden). Students contact someone who had a large impact on their life without realizing it and share the story with that person and then with the class. Used in Neil Bearden’s Storytelling Workshop in the MBA program.

“Second Order Self Journal” (co-created with Neil Bearden and Warren Tierney). Independent Study Project and CSP assignment. The student chooses an aspect of their interpersonal skills they would like to improve. Then they use a website to send electronic messages to themselves in the future, reminding their future self to be more like their second-order self. They also keep a journal of when they received the reminders, what they did in response, and what happened next.

“Role-Play for the World” (co-created with Martin Schweinsberg, Horacio Falcão, and Phil Parker). Assignment for Organizational Behavior 1 and the Negotiation MBA elective. Students write their own teaching role-plays geared towards emerging markets.

“Discussion Case for the World” (co-created with Neil Bearden). Assignment for Organizational Behavior 1. Students write their own brief discussion cases geared towards emerging markets.

PowerPoint slides, syllabus, and instructor script from our Crowdsourcing Science PhD course (materials co-created with Martin Schweinsberg and Neil Bearden). Includes lectures on “The Crisis of Confidence in Science,” “The Replication Revolution,” and “The Open Data Movement.” Publicly available at: <https://osf.io/hj9zr/>

Study Group 360 (co-created with Warren Tierney). An open-source 360 system that allows for the automated creation of individualized feedback reports for students. Compares self-ratings and peer ratings on interpersonal and teamwork skills. Used in INSEAD’s Organizational Behavior 1 core course on both campuses.

Personality Perceptions Assessment (co-created with Warren Tierney and Katja Smuk). An open-source personality report system that allows for the automated creation of individualized reports. Compares self-ratings and peer ratings on the Big 5 personality traits. Used in INSEAD's Organizational Behavior 1 core course on both campuses.

### **Editorial Boards**

*Journal of Personality and Social Psychology: Attitudes and Social Cognition (2017-)*

### **Reviewer**

*Organization Science*  
*Journal of Personality and Social Psychology*  
*Psychological Science*  
*Journal of Experimental Social Psychology*  
*Personality and Social Psychology Bulletin*  
*American Psychologist*  
*Social Psychological and Personality Science*  
*Journal of Management*  
*Perspectives on Psychological Science*  
*MIT Sloan Management Review*  
*Psychology of Women Quarterly*  
*Human Resource Management Review*  
*Sex Roles*  
*Personality and Social Psychology Review*  
*Organizational Research Methods*  
*Journal of Applied Social Psychology*  
*European Journal of Social Psychology*  
*Journal of Adolescence*  
*Cross Cultural Management: An International Journal*  
*Basic and Applied Social Psychology*  
*Applied Psychology: An International Review*  
*Behavioral and Brain Sciences*  
*Applied Cognitive Psychology*  
*Simulations and Gaming*  
*PLOS ONE*  
*Journal of Conflict Resolution*  
*The Spanish Journal of Psychology*  
*International Journal of Psychology*  
*British Journal of Social Psychology*  
*Language Sciences*  
*Journal of Experimental Psychology: General*  
*New Ideas in Psychology*  
*Cognition*  
*Cognitive Science*  
*Journal of Social Psychology*

## **Reviewer (continued)**

*Trends in Cognitive Sciences*

*Journal of Consumer Behavior*

*Organizational Behavior and Human Decision Processes*

## **References**

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