

Peter Belmi
Darden School of Business
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ACADEMIC APPOINTMENT

University of Virginia

Darden School of Business	
Scott C. Beardsley Associate Professor of Business Administration	2021 –
Associate Professor (with tenure)	2021 –
Assistant Professor	2015 – 2021
School of Engineering and Applied Science	
Engineering Systems and Environment Department (by courtesy)	2021 –

EDUCATION

Stanford Graduate School of Business	2015
PhD Organizational Behavior	
San Francisco State University	2010
MS Industrial-Organizational Psychology	
Ateneo de Manila University	2007
AB Psychology	

RESEARCH INTERESTS

Social class, inequality, stratification, culture

AWARDS AND HONORS

Teaching

- Faculty Marshal for the MBA Residential Program, Voted by the Graduating Class (2023)
- Outstanding Teaching Recognition (top 10%) (2015, 2016, 2017, 2018, 2022)
- Diversity Faculty Award (2020)
- UVA Mead Endowment and The John Colley Award (2018)
- Nominee, Outstanding Faculty Award (2017, 2018, 2019, 2020, 2021, 2022, 2023)
- Nominee, Diversity Faculty Award (2017, 2018, 2019)
- Poets and Quants Top 40 Business Professors Under 40 (2018)
- Poets and Quants Favorite Classes of Top MBAs (2019, 2020)
- BSchools.Org Exceptional Leadership Faculty Top MBA Professors (2018)

Scholarship

- Best Symposium Award, Academy of Management OB Division (2022)
- Scott C. Beardsley Associate Professor Chair Appointment (2021)
- University of Virginia, 3 Cavaliers Program Grant [60K] (2021)
- Wells Fargo Award for Outstanding Research Publication (2021)
- Invited Scholar, USC Alliance for Equity, Diversity, and Inclusion (2019)
- Thinkers50: 30 Management Thinkers Most Likely to Shape the Future (2018)
- Best Symposium Award, Academy of Management OB Division (2017)
- Participant, Organizational Behavior Junior Faculty Workshop (2017)
- Best Article Award, Academy of Management Discoveries (2016)
- Center for Decision Research Research Grant, University of Chicago (2015)
- OB Department Nominee, AOM Doctoral Consortium (2014)
- DARE Fellow Alternate, Vice Provost for Graduate Education (2013)
- Best Paper Award, Excellence in Ethics Research Conference (2013)
- Outstanding Research, Society for Personality and Social Psychology (2012)
- Clara Mayo Grant, Society for the Psychological Study of Social Issues (2011)
- Distinguished Graduate Student Award, San Francisco State University (2010)

PEER-REVIEWED PUBLICATIONS

14. **Belmi, P.**, Raz, K., Neale, M., & Thomas-Hunt, M. (in press). The consequences of revealing first-generational status. *Organization Science*.

* *Selected media mentions*: Stanford GSB Insights
13. Frey, E., Adams, G., Pfeffer, J., & **Belmi, P.** (2023). What we (do not) know about punishment across organizational boundaries: A critical review. *Journal of Management*, 49(1), 196-236.
12. **Belmi, P.**, Jun, S., & Adams, G. (2022). The equal opportunity jerk defense: Rudeness can obfuscate gender bias. *Psychological Science*, 33(3), 397-411.

* *Selected media mentions*: NPR, Science Daily, RadioIQ, Psychology Today, Mel Magazine, Eureka Alert, Bioengineer.org, Austin News, San Antonio Post, Big News Network, Opera News, NewsBreak, The Print, Web India 123, Mic, Medical News Today, Science Daily, Psychology Today, UVA Magazine
11. Martin, S., Harrison, S., Hoopes, C., Schroeder, J., & **Belmi, P.** (2022). Talking shop: An exploration of how talking about work affects our initial interactions. *Organizational Behavior and Human Decision Processes*, 168, 104.
10. Adams, G., O'Connor, K., & **Belmi, P.** (2022). Social perception in moral judgments of interpersonal transgressions. *Current Opinion in Psychology*, 44, 177-181.
9. **Belmi, P.**† & Schroeder, J.† (2021). Human “resources”: Objectification at work. *Journal of Personality and Social Psychology*, 120(2), 384-417.

* †Equal Contribution

- * *Selected media mentions:* Inside HigherEd, Academic Minute
8. **Belmi, P.**, Neale, M., Reiff, D., & Ulfe, R. (2020). The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality. *Journal of Personality and Social Psychology*, 118(2), 254-282.
 - * *Wells Fargo Award for Outstanding Research Publication*
 - * *Selected media mentions:* The New York Times, Newsweek, NPR Marketplace Morning Report, The Times London, The Times of India, MarketWatch, The Independent, The London Economic, Pacific Standard, The Daily Mail, EurekAlert, Science Daily, I-News UK, AOL UK, ANI News, The Philadelphia Inquirer, Ladders, Big Think, Study Finds, Yahoo Finance, Infosurhoy, International Business Times, ZME Science, Scienceblog.com, Xaralite, Personnel Today, Workplace Insight, Devdiscourse, Tdnews, Web India 123, Medium, Forbes, Scientific Inquirer, Insights by Stanford Business, Fast Company, Vocal USA
 7. Phillips, T., Martin, S., & **Belmi, P.** (2020). Social class transitions: Three guiding questions for moving the study of class to a dynamic perspective. *Social and Personality Psychology Compass*, 14(9), e12560.
 6. **Belmi, P.** & Pfeffer, J. (2018). The effect of economic consequences on social judgment and choice: Reward interdependence and the preference for sociability versus competence. *Journal of Organizational Behavior*, 39, 990-1007.
 - * *Selected media mentions:* UVA Today, Ideas for Leaders, BBC News, The Wall Street Journal, Stanford GSB Insights, SalesFuel, FastCompany.com, Stacy Blackman Consulting Blog
 5. **Belmi, P.** & Laurin, K. (2016). Who wants to get to the top? Class and lay theories about power. *Journal of Personality and Social Psychology*, 111(4), 567-584.
 - * *Selected media mentions:* The Boston Globe, Insight (United Kingdom), The Financial Times, UVA Today, Poets and Quants, Greater Diversity News, NPR Invisibilia
 4. **Belmi, P.** & Pfeffer, J. (2016). Power and death: Mortality salience increases power-seeking while feeling powerful reduces death anxiety. *Journal of Applied Psychology*, 101(5), 702-720.
 - * *Featured article*
 - * *Selected media mentions:* The Boston Globe, The Stanford Report, UVA Today, Poets and Quants, Greater Diversity News
 3. **Belmi, P.** & Pfeffer, J. (2015). How ‘organization’ weakens the norm of reciprocity: The effects of attributions for favors and a calculative mindset. *Academy of Management Discoveries*, 1, 36-57.
 - * *Best Article Award, Academy of Management Discoveries 2016*
 - * *Featured article for the inaugural issue*
 - * *Selected media mentions:* The Wall Street Journal, Bloomberg Business, UVA Today, Poets and Quants, Greater Diversity News, AOM Insights, Squeezing the Orange Podcast

2. **Belmi, P.**, Barragan, R., Neale, M., & Cohen, G. (2015). Threats to identity can trigger social deviance. *Personality and Social Psychology Bulletin*, 41(4), 467-484.
 - * *Best Paper Award, Excellence in Ethics Conference 2013*
 - * *Outstanding Research Award, SPSP 2012*
 - * *Winner, Clara Mayo Grant, SPSSI 2011*
 - * *Selected Media Mentions: Vox.com, UVA Today, Poets and Quants, Greater Diversity News*

1. **Belmi, P.** & Neale, M. (2014). Mirror, mirror, on the wall, who's the fairest of them all Thinking that one is attractive increases the tendency to support inequality. *Organizational Behavior and Human Decision Processes*, 124(2), 133-149.
 - * *Selected media mentions: The New Yorker, Vox.com, Priceonomics, Financial Times, Calcalist, Yahoo News, Harvard Business Review Blog, Allure Magazine, The Daily Mail, Huffington Post, Public Radio International, Bustle, UVA Today, Poets and Quants, Greater Diversity News*

RESEARCH IN PROGRESS

Han, I., **Belmi, P.**, & Thomas-Hunt, M. (under second round review). Growth mindsets.

Belmi, P., Phillips, T., & Laurin, K., Engstrom, H. (writing stage). Political maneuvering.

Fa-Kaji, N., Brown, D., Mittal, A., Schroeder, J., & **Belmi, P.** (writing stage). Privilege.

Pai, J., **Belmi, P.**, & Adams, G. (writing stage). Cross-class interactions.

Wu, S., & **Belmi, P.** (data collection). First-generation college graduates.

Kim, J., **Belmi, P.** (data collection). Creativity.

Jun, S., **Belmi, P.** (data collection). Affirmative action.

Belmi, P., & Pfeffer, J. (data collection). Gender and power.

Srinivasan, P., **Belmi, P.**, & Adams, G. (data collection). Virtue signaling.

Gutierrez, L., Raveendhran, R., & **Belmi, P.** (data collection). Technology.

Belmi, P. (data collection). Overestimation of sexual intent.

Fa-Kaji, N., **Belmi, P.**, Jun, S., Adams, G. (data collection). Sexism and incivility.

TEACHING

DARDEN SCHOOL OF BUSINESS

Paths to Power (Residential MBA First-Year Leadership Elective)

- 2016: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 65 students
- 2017: instructor rating: 4.90/5.00; course rating: 4.83/5.00, 68 students
- 2018: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 69 students (A)
- 2018: instructor rating: 4.96/5.00; course rating: 4.96/5.00, 68 students (B)
- 2019: instructor rating: 4.94/5.00; course rating: 4.97/5.00, 63 students (A)
- 2019: instructor rating: 4.95/5.00; course rating: 4.98/5.00, 68 students (B)
- 2020: instructor rating: 4.84/5.00, 63 students¹ (A)
- 2020: instructor rating: 4.94/5.00, 69 students¹ (B)
- 2021: instructor rating: 4.95/5.00; course rating: 4.95/5.00, 66 students (A)
- 2021: instructor rating: 5.00/5.00; course rating: 4.94/5.00, 66 students (B)
- 2022: instructor rating: 5.00/5.00; course rating: 4.98/5.00, 64 students (A)
- 2022: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 66 students (B)

Paths to Power (Residential MBA Second-Year Leadership Elective)

- 2017: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 66 students
- 2022: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 42 students (AA)
- 2022: instructor rating: 5.00/5.00; course rating: 4.97/5.00, 62 students (BB)

Leading Organizations (Residential MBA First-Year Core Course)

- 2016: instructor rating: 4.82/5.00; course rating: 4.62/5.00, 66 students
- 2017: instructor rating: 4.89/5.00; course rating: 4.67/5.00, 65 students
- 2018: instructor rating: 4.90/5.00; course rating: 4.78/5.00, 67 students
- 2019: instructor rating: 4.59/5.00; course rating: 4.46/5.00, 66 students
- 2020: instructor rating: 4.81/5.00; course rating: 4.75/5.00, 68 students (A)
- 2020: instructor rating: 4.90/5.00; course rating: 4.87/5.00, 52 students (J)
- 2021: instructor rating: 4.96/5.00; course rating: 4.90/5.00, 69 students (A)
- 2021: instructor rating: 4.90/5.00; course rating: 4.88/5.00, 70 students (E)
- 2022: instructor rating: 5.00/5.00; course rating: 4.94/5.00, 69 students (A)

The Social Psychology of Organizations (Doctoral Seminar on Leadership)

- 2015: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 6 students

Introduction to Leading Organizations (Darden Before Darden)

- 2018: instructor rating: 4.74/5.00; course rating: 4.54/5.00, 145 students

The Future of Power (Executive MBA LR2)

- 2018: Guest Lecture

McINTIRE SCHOOL OF COMMERCE

Introduction to Power, M.S. in Accounting Program

¹These classes were delivered virtually because of the Covid19 pandemic. During this time, the University of Virginia collected feedback on teaching effectiveness only.

STANFORD GSB

Paths to Power, Residential MBA Elective Course, Winter 2012-2014

Managing Groups and Teams, Residential MBA Core Course, Fall 2012-2014

Negotiations, Executive MBA Elective Course, Summer 2012-2014

EXECUTIVE EDUCATION

Programs:

- Altria (2023)
- Costar MAP (2022-2023)
- National Association for Multi-Ethnicity in Communications (NAMIC, 2018-2023)
- Navy Federal Credit Union (*faculty lead for DEI Module*, 2023)
- Open DNS (2015)

Courses Taught:

- Designing for Inclusion, Inclusive Leadership, Leading Change, Leading Teams, Organization Culture and Design, Power and Influence, Negotiations

CASE STUDIES AND TEACHING MATERIALS

Gabrielle Adams, Peter Belmi, and Aldo Sesia “Steve Maiden (A): A Hedge Fund Manager’s Fall from Grace” UVA-OB-1437 (Darden Business Publishing: Charlottesville, VA, 2023)

Gabrielle Adams, Peter Belmi, and Aldo Sesia “Steve Maiden (B): A Hedge Fund Manager Hits Rock Bottom” UVA-OB-1438 (Darden Business Publishing: Charlottesville, VA, 2023)

Gabrielle Adams, Peter Belmi, and Aldo Sesia “Steve Maiden (C): A Hedge Fund Manager Writes a New Life” UVA-OB-1439 (Darden Business Publishing: Charlottesville, VA, 2023)

Gabrielle Adams, Peter Belmi, and Aldo Sesia “Steve Maiden (A, B, C) Teaching Note,” UVA-OB-1439 (Darden Business Publishing: Charlottesville, VA, 2023)

Peter Belmi and Gerry Yemen, “Bryanboy (A),” UVA-OB-1095 (Darden Business Publishing: Charlottesville, VA, 2016)

Peter Belmi and Gerry Yemen, “Bryanboy (B): Epilogue,” UVA-OB-1204 (Darden Business Publishing: Charlottesville, VA, 2017)

Peter Belmi and Troy Calandra, “Bryanboy (A) and (B) Teaching Note,” UVA-OB-1095TN (Darden Business Publishing: Charlottesville, VA, 2020)

Peter Belmi and Gerry Yemen, “Star Power Survivor Teaching Note,” UVA-OB-1335TN1 (Darden Business Publishing: Charlottesville, VA, 2020)

- Peter Belmi and Catherine Owsik, “Star Power Survivor: Facilitator Manual,” UVA-OB-1335TN2 (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi and Catherine Owsik, “Star Power Survivor: Student Manual,” UVA-OB-1335H (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi, “Star Power Survivor,” UVA-OB-1335TNP (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi, “Star Power Survivor,” UVA-OB-1335X1 (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi, “Star Power Survivor,” UVA-OB-1335X2 (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi, “Star Power Survivor,” UVA-OB-1335X3 (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi and Gerry Yemen, “LEGOMan Corporation Teaching Note,” UVA-OB-1333TN (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi, “LEGOMan Corporation,” UVA-OB-1333TNP (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi and Gerry Yemen, “Federated Science Fund: Power and Influence Teaching Note,” UVA-OB-1336TN (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi, “Federated Science Fund: Power and Influence: Faculty Spreadsheet,” UVA-OB-1336X (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi and Gerry Yemen, “Acting and Speaking with Power: Oliver North and the Iran–Contra Deal—The Good, the Bad, and the Ugly,” UVA-OB-1337 (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi and Gerry Yemen, “Acting and Speaking with Power: Donald Kennedy and Stanford Accounting—Indirectly Accused?” UVA-OB-1338 (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi and Gerry Yemen, “Acting and Speaking with Power: Oliver North and Donald Kennedy (TN)” UVA-OB-1337TN (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi and Troy Calandra, “Jack Dorsey: All is Fair in Love and Twitter Teaching Note,” UVA-OB-1339TN (Darden Business Publishing: Charlottesville, VA, 2020)
- Peter Belmi and Melissa Thomas-Hunt, “Leading with Vulnerability,” UVA-OB-1398 (Darden Business Publishing: Charlottesville, VA, 2022)

Peter Belmi, Audrey Dyer, Megan Wolf, Kristy Mlynzcak, Natalia Alvarez Diaz, Catherine Winebarger, Jing Xu, Anshini Jhaveri, and Zoe Rankin, “Darden Stories,” UVA-OB-1409, UVA-OB-1410 (Darden Business Publishing: Charlottesville, VA, 2022)

Peter Belmi and Gerry Yemen, “David Smith: Garden Birch Children’s Hospital Center” UVA-OB-1414 (Darden Business Publishing: Charlottesville, VA, 2022)

PRACTITIONER PUBLICATIONS

Belmi, P., & Doris, A. (2019). Why high-class people can sometimes get away with incompetence. *Darden Ideas to Action*.

Belmi, P., & Newman, C. (2018). 5 factors that fuel income inequality. *UVA Today* (also reprinted in: *Darden Ideas to Action*).

Belmi, P. (2017). Getting ahead at work: Social class divide, power and office politics. *HR Zone*.

Belmi, P. & Black, C. (2016). Power and social advantage: The vicious cycle and what to do about it. *Darden Ideas to Action*.

Belmi, P. & Bowers, K. (2016). The meaning of demeaning: Social identity threats and deviant behavior. *Darden Ideas to Action*.

CHAired SYMPOSIA

The psychology of financial vulnerability and its effects on organizational behavior (2019). *Academy of Management Conference*, Boston, Massachusetts. (co-chair with Tianyu He, INSEAD)

Inequality as barriers to finding meaning: Some causes, consequences, and challenges of inequality. (2016). *Academy of Management Conference*, Anaheim, California. (co-chair with Juliana Schroeder, Haas School of Business)
**Showcase symposium

Some consequences of having too much: The psychology of advantage. (2015). *Society for Personality and Social Psychology Conference*, Anaheim, CA. (co-chair with Taylor Phillips, Stanford Graduate School of Business)

Bad leaders: Why they persist and how followers strive to overcome them. (2015). *Academy of Management Conference*, Vancouver, Canada. (co-chair with Nathaniel Nakashima, Stanford Graduate School of Business)
**Showcase symposium

The power of words: Social-psychological research and interventions for empowering members of historically disadvantaged groups. (2014). *Academy of Management Conference*, Orlando, FL.
** Featured Symposium for the All Academy Theme.

Eat, drink, and be merry, for tomorrow, we negotiate!. (2012). *Academy of Management Conference*, Boston, MA.

CONFERENCE PRESENTATIONS

- Belmi, P.** (2023). OB Division Junior Faculty Workshop (panelist). *Academy of Management Conference Professional Development Workshop*, Boston, MA.
- Srinivasan, P., **Belmi, P.**, & Adams, G. (2023). Performative wokeness and reputational signaling on social issues. *Academy of Management Conference*, Boston, MA.
- Belmi, P.** (2022). Enriching our understanding of social class in organizations: An agenda. *Academy of Management Conference*, Seattle, WA. Part of “Social Class and Class Inequality in Organizations: Facing and Fighting Classism in the Workplace.” **Awarded Best Symposium by the Organizational Behavior Division.
- Belmi, P.** (2022). New perspectives on increasing diversity and reducing inequality in organizations (*discussant*). *Academy of Management Conference*, Seattle, WA. **Awarded Showcase Symposium by the Organizational Behavior Division.
- Belmi, P.** (2022). The productivity process: What we can learn from Pfeffer’s (2010) writings on power. *Academy of Management Conference Professional Development Workshop*, Seattle, WA.
- Owsik, C. & **Belmi, P.** (2022). How race shapes the class-based experience of workplace belonging and its implications for upward mobility. *American Public Policy and Management Conference*, Austin, TX.
- Srinivasan, P., **Belmi, P.**, & Adams, G. (2022). Performative wokeness and reputational signaling on social issues. *International Association for Conflict Management*, Ottawa, Canada.
- Brown, D., Mittal, A., **Belmi, P.**, & Schroeder, J. (2021). The outgroup exaggeration effect: Outgroup members exaggerate each other’s negative affective reactions toward majority-group privilege. *Academy of Management Virtual Conference*.
- Srinivasan, P., **Belmi, P.**, & Adams, G. (2021). Performative wokeness and reputational signaling on social issues. *Academy of Management Virtual Conference*.
- Han, I., Owsik, C., **Belmi, P.**, & Thomas-Hunt, M. (2021). Perceptions of managerial mindset shape first-generation individuals' sense of belonging at work. *Academy of Management Virtual Conference*.
- Schroeder, J. & **Belmi, P.** (2021). “Human” resources: Organizational contexts promote objectification. Society for Personality and Social Psychology (Virtual Conference).
- Belmi, P.**, Raz, K., Neale, M., & Thomas-Hunt, M. (2020). The consequences of revealing first-generational status. *Academy of Management Conference*, Vancouver, Canada. **Part of a showcase symposium.
- Engstrom, H., **Belmi, P.**, Phillips, T., & Laurin, K. (2019). Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments. *Society for Personality and Social Psychology*, New Orleans, LA.

- Schroeder, J. & **Belmi, P.** (2019). “Human” resources: Organizational contexts promote objectification. *International Association for Conflict Management*, Dublin, Ireland.
- Belmi, P.**, Phillips, T., & Laurin, K., Engstrom, H. (2019). Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments. *Academy of Management Conference*, Boston, MA.
- Belmi, P.** (2019). Conflict Management Doctoral Consortium [Panelist, Professional Development Workshop]. *Academy of Management Conference*, Boston, MA.
- Han, I., **Belmi, P.**, & Thomas-Hunt, M. (2019). Why seeing growth-mindset at work matters, especially for those who grew up little: First-generation employees feel comfortable asking for advice when they believe their manager is an incremental theorist. *Positive Organizational Scholarship (POS) Research Conference*, Ann Arbor, MI.
- Belmi, P.**, & Neale, M. (2018). The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality. *Academy of Management Conference*, Chicago, IL.
- Han, I., **Belmi, P.**, & Thomas-Hunt, M. (2018). How managerial lay theories shape the advice-seeking motivation of first-generation individuals. *Academy of Management Conference*, Chicago, IL.
- Belmi, P.** (2018). Developing Organizational Research on Financial Precarity, Inequality, and Socioeconomic Status [Discussion Leader, Professional Development Workshop]. *Academy of Management Conference*, Chicago, IL.
- Belmi, P.**, Phillips, T., & Laurin, K. (2018). Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments. *International Society for Justice Research*, Atlanta, GA.
- Belmi, P.**, Phillips, T., & Laurin, K. (2018). Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments. *International Association for Conflict Management*, Philadelphia, PA.
- Belmi, P.**, & Neale, M. (2018). The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality. *Academy of Management Conference*, Chicago, IL.
- Belmi, P.**, Phillips, T., & Laurin, K. (2018). Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments. *International Society of Justice Research*, Atlanta, GA.
- Belmi, P.**, Phillips, T., & Laurin, K. (2017). Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments. *Academy of Management Conference*, Atlanta, GA.
- Schroeder, J. & **Belmi, P.** (2017). “Human” resources: Organizational contexts promote objectification. *Academy of Management Conference*, Atlanta, GA.

- Belmi, P., Raz, K., & Neale, M.** (2016). A hiring bias against underrepresented minorities from low socio-economic backgrounds. *Academy of Management Conference*, Anaheim, CA.
- Belmi, P. & Laurin, K.** (2016). Seeing time as a precious resource: The role of merit beliefs and optimism on time management. *Academy of Management Conference*, Anaheim, CA.
- Schroeder, J. & **Belmi, P.** (2016). Perceiving people as resources or relations? Organizational contexts promote objectification. *Academy of Management Conference*, Anaheim, CA.
- Belmi, P. & Laurin, K.** (2016). Who wants to get to the top? Social class and lay theories about power. *Society for Personality and Social Psychology Conference*, San Diego, CA.
- Belmi, P., Pfeffer, J. & Neale, M.** (2015). Theory and evidence that the upper class think of time as money. Poster presentation, *Society for Personality and Social Psychology Conference*, Long Beach, CA.
- Belmi, P. & Laurin, K.** (2014). Who wants to get to the top? Social class and lay theories about power. *Academy of Management Conference*, Philadelphia, PA.
- Belmi, P. & Neale, M.** (2014). Can eating with the enemy lead to higher value deals? Testing two competing perspectives on food sharing. *Society for Personality and Social Psychology Conference*, Austin, TX.
- Belmi, P., Cortes, R. & Cohen, G.** (2013). Threats to identity can trigger social deviance. *University of Notre Dame Excellence in Ethics Research Conference*, South Bend Indiana, CA.
- Belmi, P. & Neale, M.** (2013). Thinking that one is attractive increases the tendency to legitimize social hierarchies. *Academy of Management Conference*, Orlando, FL.
- Belmi, P. & Neale, M.** (2012). Can eating with the enemy lead to higher value deals? Testing whether food sharing leads to value creating. *Society for Personality and Social Psychology Conference*, New Orleans, LA.
- Belmi, P. & Neale, M.** (2012). Can eating with the enemy lead to higher value deals? Testing whether food sharing leads to value creating. *Academy of Management Conference*, Boston, MA.
- Belmi, P., Cortes, R. & Cohen, G.** (2012). Threats to identity trigger social deviance. *Society for Personality and Social Psychology Conference*, San Diego, CA.

INVITED PRESENTATIONS

Outside of UVA

- University of Chicago Booth School of Business, Center for Decision Research (*scheduled, April 2024*)
- Columbia Graduate School of Business, Management Division, (*scheduled, April 2024*)
- Rice University, Department of Organizational Behavior, April 2023
- University of Maryland, Department of Management and Organization, Feb 2023

- Stanford Graduate School of Business, Power in Organizations, May 2022
- Society for Personality and Social Psychology, Intragroup Pre-conference, Feb 2022
- University of Illinois at Urbana-Champaign, February 2022
- UC Berkeley Institute of Personality and Social Research Colloquium, May 2021
- Yale SOM, Department of Organizational Behavior, March 2021
- University of Wisconsin-Madison, Department of Management and HR, March 2021
- University of Utah, David Eccles School of Business, (*cancelled due to covid*)
- Harvard Kennedy School Behavioral Insights Group Conference, August 2020
- Stanford Graduate School of Business, Organizational Behavior Department, Feb 2020
- University of North Carolina at Chapel Hill, Department of Management, Feb 2020
- Society for Personality and Social Psychology, Inequality Pre-conference, Feb 2020
- University of Southern California, Marshall School of Business, Nov 2019
- Carnegie Mellon University, Center for Behavioral and Decision Research, Nov 2019
- Stanford GSB, Negotiations, Teams, and Diversity Conference, May 2019
- Harvard Business School, Organizational Behavior Unit, May 2019
- Indiana University, Department of Management and Entrepreneurship, May 2019
- Purdue University, Acceptance and Inclusion Consortium, May 2019
- Duke University, Fuqua School of Business, May 2016
- University of British Columbia, Sauder School of Business, Dec 2014
- University of Washington-Seattle, Foster School of Business, Dec 2014
- University of Virginia, Darden Graduate School of Business, Dec 2014
- University of Utah, David Eccles School of Business, Nov 2014
- Cornell University, Industrial Labor Relations School, Nov 2014
- University of Texas-Austin, McCombs School of Business, Nov 2014

Within UVA

- Department of Psychology, March 2021
- Department of Engineering Systems and Environment, March 2021
- Darden Diversity Conference, September 2020
- A Professor and a Playlist (Darden Business School), May 2020
- Asia Business Club at Darden (ABCD) and GWIB, May 2020
- Pride at Darden (PAD) and the Resilience Initiative, Apr 2020
- First-Gen @ Darden, Dec 2019
- BBSA/Darden African Business Organization (DABO), Sept 2018
- Discussion on Gender Issues at Work, Feb 2018
- Pride at Darden (PAD), Feb 2018
- Graduate Women in Business (GWIB) Conference, Oct 2018
- Department of Physical Medicine and Rehabilitation, Oct 2017
- Black Business Student Association (BBSA), Sept 2017
- Unsolved Business Mysteries, Apr 2017
- Making Meaning of the 2016 Elections (Darden), Nov 2016
- Pride at Darden (PAD), Oct 2016
- Graduate Women in Business (GWIB) Conference, Sept 2016
- Department of Physical Medicine and Rehabilitation, May 2016
- Department of Psychology, Feb 2016

CONSULTING EXPERIENCE

Opportunity @ Work

(www.opportunityatwork.org)

Research Advisor

June 2020 – Present

- Opportunity @ Work is a non-profit organization that aims to rewire the U.S. labor market so that all individuals Skilled Through Alternative Routes (STARS) can work, learn, and earn to their full potential.

Roche

www.roche.com

External Consultant

July 2023 – Present

- Roche is a Swiss multinational healthcare company. It is the fifth-largest pharmaceutical company and considered the leading provider of cancer treatments globally.

Altria

www.altria.com

External Consultant

July 2023 – Present

- Responsibly leading the transition of adult smokers to a smoke-free future.

Lenddo-EFL (formerly Entrepreneurial Finance Lab)

(www.lenddo.com)

Consultant / Research Advisor

June 2015 – June 2021

- Lenddo EFL is a risk-assessment firm that specializes in using psychometric tools to gain a deep quantitative understanding of individual risk and consumer financing

MENTORING/ ADVISING

Student Organizations at Darden Business School

- Pride at Darden (PAD)
- Asia Business Club at Darden (ABCD)

Doctoral Students

- Jennie Kim — PhD student, Kellogg Management and Organization Studies
- Shuang Wu — PhD student, UCSD Rady School of Management Org. Behavior
- Chawit Rochanakit — PhD student, Michigan State University Org. Behavior
- Inhyun Han (Co-chair) — Assistant Professor, Bellevue University
- Scott Baker (Committee member) — Senior Behavioral Scientist, BetterUp
- Jordan Axt (Committee member) — Assistant Professor, McGill University

- Catherine Owsik (Committee member) — Postdoctoral scholar, University of Michigan
- Travis Elliott (Committee member) — tbd
- Tomeka Carroll (Committee member) — tbd
- Michaela Barnett (Committee member) — tbd

MBA Students at University of Virginia (Independent Studies)

- Bianca Ventura (2023) — PWC
- Stephani Calderon (2023) — Accenture
- Joe Ciliberti, Jr. (2023) — EY Parthenon
- Daniel Rosa (2023) — McKinsey
- Alyssa Gonzalez (2023) — Apple
- Jade McLaughlin (2023) — BCG
- Pooja Vittal (2023) — Walmart
- Kenyon Wright (2023) — Duke University School of Medicine
- Natalia Alvarez Diaz (2022) — Microsoft
- Audrey Dyer (2022) — Deloitte
- Anshini Jhaveri (2022) — McKinsey
- Kristy Mlynczak (2022) — Davita
- Zoe Rankin (2022) — Prophet
- Katie Winebarger (2022) — Bain Consulting Group
- Megan Wolf (2022) — Bain Consulting Group
- Jing Xu (2022) — Teamshares
- Aditi Sinha (2020) — McKinsey
- Jade Palomino (2020) — Facebook
- Ammar Khan (2020) — Bain Consulting Group
- Alexander Spencer (2020) — Toast
- Colleen Oberg (2019) — PepsiCo
- Kimberly Diaz (2019) — Google/OneTilt
- Becca Coleman (2019) — AlixPartners
- Katie O'Neill (2019) — JPMorgan Chase and Co.
- Jamal Halepota (2018) — Microsoft

Undergraduate Students at University of Virginia

- Jake Powers — PhD, UCLA Anderson Organizational Behavior
- Kpakpando Anyanwu — MS, London School of Hygiene & Tropical Medicine

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
Society for Personality and Social Psychology (SPSP)
Society for Industrial-Organizational Psychology (SIOP)
Society for the Psychological Study of Social Issues (SPSSI)
Society for Judgment and Decision Making (SJDMM)
International Association for Conflict Management (IACM)

SERVICE

Editorial Board

- Academy of Management Discoveries (Oct 2021–)
- Organizational Behavior and Human Decision Processes (Jan 2020–)
- Organization Science (Feb 2023–)
- Personality and Social Psychology Bulletin (Jan 2021–)

Ad-Hoc Reviewer

- Academy of Management Journal
- Administrative Science Quarterly
- British Journal of Social Psychology
- Evolutionary Behavioral Sciences
- European Journal of Social Psychology
- European Review of Social Psychology
- Journal of Experimental Psychology: General
- Journal of Experimental Social Psychology
- Journal of Personality and Social Psychology
- Organizational Behavior and Human Decision Processes
- Organizational Psychology Review
- Organization Science
- Personality and Social Psychology Bulletin
- PNAS Nexus
- Proceedings of the National Academy of Sciences
- Sex Roles
- Social Psychological and Personality Science
- Trends in Cognitive Sciences

Service to the Darden Business School

- Course Head, Leading Organizations FY Core Course (2021–)
- Academic Standards Committee (ASC, 2019–)
- Residential MBA Program Committee (2021–)
- Leadership and Organizational Behavior Faculty Search Committee (2021)
- Pre-matriculation Program Committee (2021–)
- PhD Comprehensive Exam Grader (2016, 2019, 2021)

Service to the University of Virginia

- Batten Family Bicentennial Distinguished Leadership Professorship Search Committee (2021–)
- External committee member, tenure and promotions (2022–)

REFERENCES

Prof. Margaret Neale

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