

PETER BELMI - CURRICULUM VITAE

Contact *University of Virginia*
Darden School of Business
100 Darden Boulevard
Charlottesville, VA 22903
belmip@darden.virginia.edu

Appointments *Darden School of Business, University of Virginia*
Shannon Center Mid-Career Fellow, 2024 –
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), 2021-2024

Education *Stanford Graduate School of Business*
Ph.D., Organizational Behavior, 2015

San Francisco State University
MS Industrial-Organizational Psychology, 2010

Ateneo de Manila University
AB Psychology, 2007

Research Interests *Social class, power, upward mobility, inequality, culture*

Awards and Recognition for Teaching

- *Faculty Marshal*, Voted by the Graduating Class (2023, 2024)
- *Exceptional Teaching Recognition*, The Seven Society at UVA (2023)
- *Outstanding Teaching Recognition* (2015, 2016, 2017, 2018, 2022, 2023)
- *Diversity Faculty Award*, Voted by the Graduating Class (2020)
- *The John Colley Award* (2018)
- *Top 40 Business Professors Under 40*, Poets and Quants (2018)
- *Favorite Classes of Top MBAs*, Poets and Quants (2019, 2020, 2023, 2024)
- *Top MBA Professors*, BSchools.Org (2018)

Awards and Recognition for Scholarship

- *Shannon Center Mid-Career Fellowship* (2024-2027)
- *Best Reviewer Award*, *Organizational Behavior and Human Decision Processes* (2024)
- *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)
- *Thinkers50: 30 Management Thinkers Most Likely to Shape the Future* (2018)
- *Best Symposium Award*, *Academy of Management OB Division* (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 Award*, *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)

- Publications**
15. Han, I., **Belmi, P.**, Thomas-Hunt, M., & Summers, C. (in press). Managers can support employees in working-class contexts by promoting growth mindsets. *Personality and Social Psychology Bulletin*.
 14. **Belmi, P.**, Raz, K., Neale, M., & Thomas-Hunt, M. (2024). The consequences of revealing first-generational status. *Organization Science*, *35*(2), 667-697.
 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.
 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.
 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.
 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.
 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.
 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.
 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.

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.
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.

Research in Progress

- *Gender and power* (with Jeffrey Pfeffer)
- *Privilege* (with Naomi Fa-Kaji, Derek Brown, Aastha Mittal, and Juliana Schroeder)
- *Cross-class interactions* (with Jieun Pai and Gabrielle Adams)
- *First-generation college students* (with Shuang Wu)
- *Creativity* (with Jennie Kim)
- *Affirmative Action* (with Sora Jun)
- *Racial Allyship* (with Preeti Srinivasan and Gabrielle Adams)

Invited Presentations

- Imperial College London, Imperial College Business School (2025)
- George Mason University, Costello College of Business (2025)
- University of Chicago, Booth School of Business (2024)
- Columbia University, Graduate School of Business (2024)
- Rice University, Jones Graduate School of Business (2023)
- University of Maryland, Robert H. Smith School of Business (2023)
- Stanford University, Graduate School of Business (2022)
- University of Illinois, School of Labor and Employment Relations (2021)
- UC Berkeley Institute of Personality and Social Research (2021)
- Yale University, School of Management (2021)
- University of Wisconsin-Madison, School of Business (2021)
- Harvard Kennedy School, Behavioral Insights Group (2020)
- Stanford University, Graduate School of Business (2020)
- University of North Carolina, Kenan-Flagler Business School (2020)
- University of Southern California, Marshall School of Business (2019)
- Carnegie Mellon University, Center for Behavioral Decision Research (2019)
- Stanford University, Graduate School of Business (2019)
- Harvard University, Harvard Business School (2019)
- Indiana University at Bloomington, Kelley School of Business (2019)
- Purdue University, Acceptance and Inclusion Consortium (2019)
- Duke University, Fuqua School of Business (2016)
- University of British Columbia, Sauder School of Business (2014)
- University of Washington-Seattle, Foster School of Business (2014)
- University of Virginia, Darden Graduate School of Business (2014)
- University of Utah, David Eccles School of Business (2014)
- Cornell University, Industrial Labor Relations School (2014)
- University of Texas-Austin, McCombs School of Business (2014)

Conference Presentations

- The heroization and exploitation of first-generation college graduates (with Shuang Wu)*
- Academy of Management Conference, 2024
 - International Association for Conflict Management, 2024

Examining social class differences in creativity (with Jennie Kim)

- Academy of Management Conference, 2024

Support for class-based and race-based affirmative action in higher education (with Sora Jun)

- Academy of Management Conference, 2024
- International Association for Conflict Management, 2024

Performative wokeness and reputational signaling on social issues (with Preeti Srinivasan and Gabrielle Adams)

- Academy of Management Conference, 2021, 2023
- International Association for Conflict Management, 2022

*Social class and class inequality in organizations: Facing and fighting classism in the workplace (with Shawn Quan). **showcase symposium*

- Academy of Management Conference, 2022

*New perspectives on increasing diversity and reducing inequality in organizations (with Linda Chang and Aneesh Rai) **showcase symposium*

- Academy of Management Conference, 2022

The productivity process: What we can learn from Pfeffer's (2010) writings on power (with Mike Baer).

- Academy of Management Conference, 2022

How race shapes the class-based experience of workplace belonging and its implications for upward mobility (with Catherine Owsik)

- American Public Policy and Management Conference, 2022

Managers can support employees in working-class contexts by promoting growth mindsets (with Inbyun Han, Catherine Owsik, and Melissa Thomas-Hunt)

- Academy of Management Conference, 2018, 2021
- Positive Organizational Scholarship Conference, 2019

The outgroup exaggeration effect: Outgroup members exaggerate each other's negative affective reactions toward majority-group privilege (with Naomi Ka-Fuji, Derek Brown, Aastha Mittal, and Juliana Schroeder)

- Academy of Management Conference, 2021

"Human" resources: Organizational contexts promote objectification (with Juliana Schroeder)

- Society for Personality and Social Psychology Conference, 2021
- International Association for Conflict Management, 2019
- Academy of Management Conference, 2016, 2017

The consequences of revealing first-generational status (with Kelly Raz, Margaret Neale, and Melissa Thomas-Hunt)

- Academy of Management Conference, 2016, 2020

The psychology of financial vulnerability and its effects on organizational behavior (with Joyce He)

- Academy of Management Conference, 2019

Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments (with Holly Engstrom, Taylor Phillips, and Kristin Laurin)

- Society for Personality and Social Psychology Conference, 2019
- Academy of Management Conference, 2017, 2019
- International Society of Justice Research, 2018
- International Association for Conflict Management, 2018

Developing Organizational Research on Financial Precarity, Inequality, and Socioeconomic Status (with Carrie Leana)

- Academy of Management Conference, 2018

The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality (with David Reiff, Rosemary Uffe, and Margaret Neale)

- Academy of Management Conference, 2018

*Inequality as barriers to finding meaning: Some causes, consequences, and challenges of inequality (with Juliana Schroeder) **showcase symposium*

- Academy of Management Conference, 2016

*Bad leaders: Why they persist and how followers strive to overcome them (with Nathaniel Nakashima). **showcase symposium*

- Academy of Management Conference, 2015

Who wants to get to the top? Social class and lay theories about power (with Kristin Laurin)

- Society for Personality and Social Psychology Conference, 2015, 2016
- Academy of Management Conference, 2014

Threats to identity can trigger social deviance (with Rodolfo Cortes, Geoffrey Cohen, and Margaret Neale)

- Excellence in Ethics Research Conference, 2013
- Society for Personality and Social Psychology Conference, 2012

**Teaching at
the Darden
School**

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 students (A)
- 2020: instructor rating: 4.94/5.00, 69 students (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)
- 2023: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 66 students (AA)
- 2023: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 65 students (BB)
- 2024: instructor rating: 5.00/5.00; course rating: 4.98/5.00, 66 students (AA)
- 2024: instructor rating: 4.95/5.00; course rating: 4.84/5.00, 66 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)
- 2023: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 72 students (A)
- 2024: instructor rating: 4.94/5.00; course rating: 4.90/5.00, 71 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

**Teaching
Materials
(available
externally)**

Bryanboy

- *A-Case*: “Bryanboy (A),”(UVA-OB-1095; Darden Business Publishing: Charlottesville, VA, 2016; with Gerry Yemen)
- *B-Case*: “Bryanboy (B): Epilogue,”(UVA-OB-1204; Darden Business Publishing: Charlottesville, VA, 2017; with Gerry Yemen)
- *Teaching Note*: “Bryanboy (A) and (B) Teaching Note,”(UVA-OB-1095TN; Darden Business Publishing: Charlottesville, VA, 2020; with Troy Calandra)

Acting and Speaking with Power (case collection — two A cases)

- *A-Case:* “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; with Gerry Yemen)
- *A-Case:* “Acting and Speaking with Power: Donald Kennedy and Stanford Accounting–Indirectly Accused?,” (UVA-OB-1338 Darden Business Publishing: Charlottesville, VA, 2020; with Gerry Yemen)
- *Teaching Note:* “Acting and Speaking with Power: Oliver North and Donald Kennedy (TN),” (UVA-OB-1337TN; Darden Business Publishing: Charlottesville, VA, 2020; with Gerry Yemen)

David Smith at Garden Birch Children’s Hospital Center

- *A-Case:* “David Smith: Garden Birch Children’s Hospital Center (A),” (UVA-OB-1414; Darden Business Publishing: Charlottesville, VA, 2022; with Gerry Yemen)
- *B-Case:* “David Smith: Garden Birch Children’s Hospital Center (B),” (UVA-OB-1473; Darden Business Publishing: Charlottesville, VA, 2025; with Aldo Sesia)
- *Teaching Note:* “David Smith: Garden Birch Children’s Hospital Center (A) and (B) (TN),” (UVA-OB-1414TN; Darden Business Publishing: Charlottesville, VA, 2020; with Gerry Yemen)

Leading with Vulnerability

- *Exercise:* “Leading with Vulnerability,” (UVA-OB-1398; Darden Business Publishing: Charlottesville, VA, 2022; with Melissa Thomas Hunt)
- *Teaching Note:* “Leading with Vulnerability (TN),” (UVA-OB-1398TN; Darden Business Publishing: Charlottesville, VA, 2025; with Bianca Kemp and Lisa Cox)

Steve Maiden: A Hedge Fund Manager (three-part case series)

- *A-Case:* “Steve Maiden (A): A Hedge Fund Manager’s Fall from Grace,” (UVA-OB-1437; Darden Business Publishing: Charlottesville, VA, 2023; with Gabrielle Adams and Aldo Sesia)
- *B-Case:* “Steve Maiden (B): A Hedge Fund Manager Hits Rock Bottom,” (UVA-OB-1438; Darden Business Publishing: Charlottesville, VA, 2023; with Gabrielle Adams and Aldo Sesia)
- *C-Case:* “Steve Maiden (C): A Hedge Fund Manager Writes a New Life,” (UVA-OB-1439; Darden Business Publishing: Charlottesville, VA, 2023; with Gabrielle Adams and Aldo Sesia)
- *Teaching Note:* “Steve Maiden (A), (B), and (C) (TN)”(UVA-OB-1439; Darden Business Publishing: Charlottesville, VA, 2023; with Gabrielle Adams and Aldo Sesia)

Matteo Hill: Drawn, Inc.

- *B-Case:* “Matteo Hill at Drawn, Inc. (B),” UVA-OB-1459 (Darden Business Publishing: Charlottesville, VA, 2024; with Roshni Raveendhran and Amy Klopfenstein)
- *Teaching Note:* “Matteo Hill at Drawn, Inc. (TN),” (UVA-OB-1293TN; Darden Business Publishing: Charlottesville, VA, 2024; with Roshni Raveendhran and Amy Klopfenstein)

**Teaching
Materials
(available
internally)**

Star Power Survivor

- *Exercise*: “StarPower Survivor: Student Manual,”(UVA-OB-1335H; Darden Business Publishing: Charlottesville, VA, 2020; with Catherine Owsik)
- *Facilitator Manual*: “StarPower Survivor: Facilitator Manual,”(UVA-OB-1335TN2; Darden Business Publishing: Charlottesville, VA, 2020; with Catherine Owsik)
- *Instructional Materials*: OB-1335TNP, OB-1335X1, OB-1335X2, OB-1335X3
- *Teaching Note*: “StarPower Survivor (TN),”(OB-1335TN1; Darden Business Publishing: Charlottesville, VA, 2020; with Gerry Yemen)

Jack Dorsey: All is Fair in Love and Twitter

- *Teaching Note*: “All is Fair in Love and Twitter (TN),” UVA-OB-1339TN (Darden Business Publishing: Charlottesville, VA, 2020; with Troy Calandra)

LEGOMAN Corporation

- *Teaching Note*: “LEGOMan Corporation (TN),” (UVA-OB-1333TN; Darden Business Publishing: Charlottesville, VA, 2020; with Gerry Yemen)

Federated Science Fund: Power and Influence

- *Teaching Note*: “Federated Science Fund: Power and Influence (TN),” (UVA-OB-1336TN; Darden Business Publishing: Charlottesville, VA, 2020; with Gerry Yemen)

Darden Stories

- *Exercise 1*: “Darden Stories,” (UVA-OB-1409; Darden Business Publishing: Charlottesville, VA, 2022; with Audrey Dyer, Megan Wolf, Kristy Mlynzcak, Natalia Alvarez Diaz, Catherine Winebarger, Jing Xu, Anshini Jhaveri, and Zoe Rankin)
- *Exercise 2*: “Darden Stories,” (UVA-OB-1410; Darden Business Publishing: Charlottesville, VA, 2022; with Audrey Dyer, Megan Wolf, Kristy Mlynzcak, Natalia Alvarez Diaz, Catherine Winebarger, Jing Xu, Anshini Jhaveri, and Zoe Rankin)

**Teaching
Materials in
Progress**

- *Jack Dorsey (with Steve Maiden)*
- *The Summit AI Fund (exercise and teaching note, with Steve Maiden and Aldo Sesa)*
- *The Personal Attributes that Drive Power and Influence (Technical Note, with Mel Martin)*
- *“The Science of Connection and Belonging”(teaching note, with Demetri Kalogeropoulos)*
- *Challenging Bias in a Law Firm (case and teaching note, with Gerry Yemen and Steve Maiden)*

Last Updated: February 2025

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| Executive Education Programs and Courses | <p>Courses taught: <i>Leading Individual and Organizational Change, Managing Groups and Teams, Organization Culture and Design, Power and Politics in Organizations, Negotiations, Diversity, Equity and Inclusion</i></p> <ul style="list-style-type: none">• Altria• Bank Executive Leadership Program• Costar MAP• Managing Individual and Organizational Change• National Association for Multi-Ethnicity in Communications• Navy Admirals Strategic Thinking• Navy Federal Credit Union• Open DNS• Partnership for Leaders in Education |
| Practitioner Publications | <p>Belmi, P., & Adams, G., & Bowers, K. (2022). The ‘equal-opportunity jerk defense’: When rudeness protects prejudice. <i>Darden Ideas to Action</i>.</p> <p>Belmi, P., & Doris, A. (2019). Why high-class people can sometimes get away with incompetence. <i>Darden Ideas to Action</i>.</p> <p>Belmi, P., & Newman, C. (2018). 5 factors that fuel income inequality. <i>UVA Today (also reprinted in: Darden Ideas to Action)</i>.</p> <p>Belmi, P. (2017). Getting ahead at work: Social class divide, power and office politics. <i>HR Zone</i>.</p> <p>Belmi, P. & Black, C. (2016). Power and social advantage: The vicious cycle and what to do about it. <i>Darden Ideas to Action</i>.</p> <p>Belmi, P. & Bowers, K. (2016). The meaning of demeaning: Social identity threats and deviant behavior. <i>Darden Ideas to Action</i>.</p> |
| Consulting Experience | <p><i>Opportunity @ Work (www.opportunityatwork.org)</i> <i>Research Advisor, June 2020 – Present</i></p> <ul style="list-style-type: none">• Non-profit organization that seeks to rewire the labor market so that individuals who are skilled through alternative routes (STARS) can live and work to their fullest potential <p><i>Roche (www.roche.com)</i> <i>External Consultant, July 2023 – Present</i></p> <ul style="list-style-type: none">• Fifth-largest pharmaceutical company considered the leading provider of cancer treatments globally. <p><i>Altria (www.altria.com)</i> <i>External Consultant, July 2023 – Present</i></p> <ul style="list-style-type: none">• 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*

- Risk-assessment firm that specializes in using psychometric tools to understanding risk and consumer financing

**Selected
Media
Mentions**

The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality.

- 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

The equal opportunity jerk defense: Rudeness can obfuscate gender bias

- 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

The effect of economic consequences on social judgment and choice: Reward interdependence and the preference for sociability versus competence

- UVA Today, Ideas for Leaders, BBC News, The Wall Street Journal, Stanford GSB Insights, SalesFuel, FastCompany.com, Stacy Blackman Consulting Blog

Who wants to get to the top? Class and lay theories about power

- The Boston Globe, Insight (United Kingdom), The Financial Times, UVA Today, Poets and Quants, Greater Diversity News, NPR Invisibilia

How 'organization' weakens the norm of reciprocity: The effects of attributions for favors and a calculative mindset

- The Wall Street Journal, Bloomberg Business, UVA Today, Poets and Quants, Greater Diversity News, AOM Insights, Squeezing the Orange Podcast

Threats to identity can trigger social deviance

- vox.com, UVA Today, Poets and Quants, Greater Diversity News

Human "resources": Objectification at work

- Inside HigherEd, Academic Minute

- Service to the Field**
- 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
- Psychological Science
- Sex Roles
- Social Psychological and Personality Science
- Trends in Cognitive Sciences

Panelist

- Conflict Management Doctoral Consortium (2019)
- Organizational Behavior Junior Faculty Workshop (2023)

- Service to the Darden Business School**
- Darden Business School*
- Course Head, Leading Organizations FY Core Course (2021–)
 - Appointments Committee (2024–)
 - Academic Standards Committee (ASC, 2019–2024)
 - Residential MBA Program Committee (2021–)
 - Team Pedagogy Across the Curriculum (MBA PC Subcommittee, 2023-2024)
 - LOB Faculty Search Committee (2021)
 - Pre-matriculation Program Committee (2021–)
 - PhD Comprehensive Exam Grader (2016, 2019, 2021)

- Service to the University of Virginia**
- University of Virginia*
- Batten Family Bicentennial Distinguished Leadership Professorship Search Committee (2021)
 - External committee member, tenure and promotions for the Department of Psychology (2022)

Mentoring and Advising *Student Organizations at Darden Business School*

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

Doctoral/Postdoctoral Students

- Jieun Pai, Assistant Professor, Imperial College London
- Naomi Fa-Kaji, Postdoctoral researcher, Darden School of Business
- Jennie Kim, PhD student, Kellogg Management and Organizations
- Shuang Wu, PhD student, UCSD Rady School of Management
- Chawit Rochanakit, PhD student, Michigan State University
- Inhyun Han, Assistant Professor, Bellevue University
- Scott Baker, Senior Behavioral Scientist, BetterUp
- Jordan Axt, Assistant Professor, McGill University
- Catherine Owsik, Postdoctoral scholar, University of Michigan
- Michaela Barnett, Founder, Knoxfill

MBA Students at the University of Virginia (Independent Studies)

- Francesco Ormeno (2025), JP Morgan
- Brandon Colton (2024), BCG
- 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

- Jake Powers, PhD, UCLA Anderson Organizational Behavior
- Kpakpando Anyanwu, MS, London School of Tropical Medicine
- Roma Farooqui, Research Associate, Stanford GSB Behavioral Lab