ROSHNI RAVEENDHRAN

Darden Graduate School of Business
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ACADEMIC APPOINTMENTS

University of Virginia: Darden School of Business   **2018 -**
Assistant Professor of Business Administration
Faculty Fellow, Batten Institute for Innovation and Entrepreneurship   **2020 -**

EDUCATION

University of Southern California
Ph.D. in Business Administration (Management and Organization)

University of Texas at Arlington
B.A.(Honors) in Psychology
- Summa cum laude

AWARDS AND HONORS

- National Science Foundation Research Grant – $780,000 (with Arsalan Heydarian and Bradford Campbell), 2023 – 2027.
- UVA Darden – Data Science Collaboratory Fellowship for AI Research - $100,000 (with Mona Sloane and Sarah Lebovitz), 2023.
- Darden Outstanding Teaching Recognition (Top 10% of all Darden Residential MBA courses based on student ratings for both course and instructor ratings), 2023.
- Nominee, Darden Faculty Diversity Award (Student nominated), 2023.
- Frederick S. Morton Leadership Award (a recognition given each year to the Darden professor who "best fostered exceptional student leaders' leadership ability by stimulating the student leader to act upon ideas for evolution and improvement"), 2021.
- Entrepreneurship and Innovation Research Gran, the Batten Institute (with Tami Kim), 2021.
- University of Virginia 3 Cavaliers Research Grant – $60,000 (with Eileen Chou & Jazmin Brown-Iannuzzi), 2021.
- World's 40 Best Business School Professors Under the Age of 40, *Poets and Quants*, 2021.
- Darden Outstanding Teaching Recognition (Top 10% of all Darden Residential MBA courses based on student ratings for both course and instructor ratings), 2021.
- Winner, Darden Faculty Diversity Award (Student nominated), 2021.
- Nominee, Darden Outstanding Faculty Award (Student nominated), 2021.
- Frederick S. Morton Leadership Award, 2020.

- 2020 Outstanding Practitioner-Oriented Publication in OB, Academy of Management OB Division (Awarded to the publication with the most significant contribution to the practice of management in the field of Organizational Behavior), 2020.
- Nominee, Darden Faculty Diversity Award (Student nominated), 2020.
- Finalist, Best Paper Award, Strategic Management Society – Berkeley, 2020.
- University of Virginia 3 Cavaliers Research Grant – $60,000 (with Yoi Tibbetts & Arsalan Heydarian), 2018.
- BusinessBecause: MBA Professors to Look Out For – 2018 (list of 20 new business school professors who are featured as rising stars in the MBA world), 2018.
- Finalist, INFORMS Best Dissertation Proposal Competition, 2017.
- USC Graduate School Final Year Fellowship (university-wide competition), 2017.
- Finalist, Past President's Best Paper Award, Western Academy of Management, 2017.
- USC Award for Excellence in Teaching, Management and Organizations, 2016.
- USC Marshall PhD Teaching Award, recognizes top two PhD student instructors at the Marshall School of Business, 2016.
- Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management, 2016 & 2017.
- Outstanding Reviewer Award, Western Academy of Management, 2016.
- University Scholar (Awarded to the top 1% of the student body), University of Texas at Arlington, 2009 & 2010.

RESEARCH INTERESTS

Psychology of Technology; Artificial Intelligence; Virtual Work; Future of Work; Leadership and Decision Making; Self Determination and Motivation

TEACHING INTERESTS

Organizational Behavior; Leadership; Negotiations; Psychology of Technology; Technology Management

PUBLICATIONS

[*]Indicates collaborator was a graduate student/post-doc when work was started

*** On Family Leave, Tenure Clock Stopped, 2021 – 2022 and 2023 – 2024***

Perrigino, M., **Raveendhran, R.,** & **[*]**Ryu, J. (In Press). Technology Use for Nonwork Purposes at Work: A Behavior-Focused Integrative Review. *Academy of Management Annals.*

Jago, A., **Raveendhran, R.,** Fast, N.J. & Gratch, J. (In Press). Algorithmic Management Diminishes Status: An Unintended Consequence of Using Machines to Perform Social Roles. *Journal of Experimental Social Psychology*.

*Kim-Schmid, J. & **Raveendhran, R.** (2022). Where AI Can—and Can't—Help Talent Management. *Harvard Business Review.*

Raveendhran, R., Kim, T., & *Ryu, J.W. The Role of Digital Channels in Predicting Objective and Subjective Negotiation Outcomes. (2022). *Technology, Mind, and Behavior.*

Raveendhran, R. & Fast, N.J. Humans Judge, Algorithms Nudge: The Psychology of Behavior Tracking Acceptance. (2021). *Organizational Behavior and Human Decision Processes.*
> *Selected media mentions: The Wall Street Journal, The New York Times, CNN Business

Perrigino, M. & **Raveendhran, R.** (2020). Managing remote workers during quarantine: Insights from organizational research on boundary management. *Behavioral Science and Policy.*
> *Selected media mentions: Virginia Public Radio, UVA Today

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (2020). Virtual (Freedom From) Reality: Evaluation Apprehension and Leaders' Preference for Communicating Through Avatars. *Computers in Human Behavior* (*Impact Factor: 9.9*).
> *Selected media mentions: Fortune, Business Insider, Forbes India, WIRED

Hernandez, M., **Raveendhran, R**., Weingarten, E., & Barnett, M. (2019). How algorithms can diversify the startup pool. *MIT Sloan Management Review*. Feature article in print Fall 2019 issue.
> *Winner of the Academy of Management – OB Division 2020 Outstanding Practitioner-Oriented Publication Award

Raveendhran, R., & Fast, N. J. (2019). Technology and social evaluation: Opportunities and challenges. In R. N. Landers (Ed.), *The Cambridge Handbook of Technology and Employee Behavior*. New York: Cambridge University Press.

Raveendhran, R., Xing, Z., & Mayer, K. J. (2019). Understanding contracting behavior: The role of power. In F. J. Contractor & J. Reuer (Ed.), *Alliance Frontiers*. New York: Cambridge University Press.

MANUSCRIPTS UNDER REVIEW AND WORKING PAPERS
*Indicates collaborator was a graduate student/post-doc when work was started

Raveendhran, R., & Fast, N.J. Consumer Behavior Tracking. *Conditionally Accepted at Marketing Letters.*

Perrigino, M. & **Raveendhran, R.** Remote Work and Technology. *Revise and Resubmit at Academy of Management Review.*

Perrigino, M. & **Raveendhran, R.** Technology and Work-Life Balance. *Revise and Resubmit at Journal of Management Studies.*

Raveendhran, R., & Foulk, T. Artificial Intelligence and Support. *Under Review at Journal of Personality and Social Psychology.*

*Ryu, J., **Raveendhran, R.,** & Guarana, C. Diversity and Artificial Intelligence. *Under Review at Journal of Applied Psychology.*

Raveendhran, R., Jago, A., Fast, N.J. & Gratch, J. Feedback and AI Assistants. *Manuscript in preparation.*

Raveendhran, R., Ryu, J., Guarana, C. Technological Savviness. *Manuscript in preparation.*

*Pai, J., **Raveendhran, R.,** Brown-Iannuzzi, J., Chou, E. Minorities and Artificial Intelligence. *Manuscript in preparation.*

Raveendhran, R., Karunakaran, A. & Mayer, K.J. Managing Knowledge Workers. *Manuscript in preparation.*

SELECT RESEARCH IN PROGRESS

"Digital Messaging", with Ji Woon Ryu and Tami Kim, *data collection in progress.*

"AI Assistance and Meaning", with Tami Kim, *data collection in progress.*

"Social Class and Technology", with Peter Belmi and Lyangela Gutierrez, *data collection in progress.*

"Technology Spillover", with Ji Woon Ryu, and Matthew Perrigino, *data analysis in progress.*

COURSE MATERIALS

Raveendhran, R. & Kim-Schmid, J. Fostering Employee Engagement at Google Post Pandemic: To AI or Not to AI. (2022). *Darden Business School case OB-1413.*

Raveendhran, R. Developing the Workforce of the Future. (2022). *Darden Business School case OB-1391.*

Raveendhran, R. Transparency in Performance Management. (2022). *Darden Business School case OB-1390.*

Raveendhran, R. & Kurt, D. Matteo Hill at Drawn Inc. (2019). *Darden Business School case OB-1293.*

INVITED TALKS

UVA Darden AI Intelligence Initiative, 2023.
Measure of Everyday Life Radio Podcast, 2023.
National Association for Multi-ethnicity in Communication, 2023.
WillowTree, Charlottesville, VA, 2023.
Good Disruption Podcast, 2023.
UVA Grand Challenges – Smart Communities and Spaces, 2023.
Starling Compendium, 2023.
Federal Reserve Bank of New York, 2022.
Harvard Law School – Center on the Legal Profession, 2022.
Visier's Human Truth Podcast, 2022.
The Presidential Precinct, Young African Leaders' Initiative, 2022.
First Solar, 2022.
Clark Construction, 2022.
EMC Insurance, 2022.
Princeton GradFutures Program, Princeton University, 2022.
UVA Lifetime Learning Podcast, 2022.
University of Virginia and UVA Health, Human Resources, 2022.
Rotterdam School of Management, 2021.
Wharton People Analytics Conference, The Wharton School, 2021.
Network for Executive Women, Rosslyn, VA, 2020.
Graduate Women in Business, Charlottesville, VA, 2020.
CxLoyalty, Glen Allen, VA, 2020.
Charlottesville Women in Tech, Charlottesville, VA, 2020.
Cville Biohub Panel, Charlottesville, VA, 2020.
University of Virginia, Link Lab, 2020.
Capstone Research, Washington, D.C., 2019.
Disrupt HR, Charlottesville, 2019.
University of Virginia, Human and Machine Intelligence Group, 2018.
University of Virginia, Darden Graduate School of Business, 2017.
University of California – Santa Barbara, Technology Management Program, 2017.
University of Western Ontario, Ivey Business School, 2017.
University of British Columbia, Sauder School of Business, 2017.
California State University – Long Beach, College of Business Administration, 2017.
California State University – Bakersfield, School of Business & Public Administration, 2017.

CONFERENCES AND SYMPOSIA ORGANIZED

- New Directions in Research on the Psychology of Technology (**Lead Organizer**), 2019.
- Psychological Perspectives on Leading Organizations: Opportunities and Challenges (**Symposium Chair**), *Academy of Management Annual Meeting*, Anaheim, CA (2016).
- Technology at work: Opportunities and Challenges (**Symposium Co-Chair**), *Academy of Management Annual Meeting*, Vancouver, BC, Canada (2015).

WORKSHOPS AND CONSORTIA

- Penn-GWU Workshop on Consumer Interaction with Smart Technologies (**Invited Participant**), Wharton School, 2020.
- Academy of Management Discoveries Paper Development Workshop (**Selected Participant**), Los Angeles, CA (2018).
- HR Division Mid-Stage Doctoral Consortium (**Invited Panelist**), Academy of Management Annual Meeting, Chicago, IL (2018).
- HR Division Doctoral Consortium (**Selected Participant**), *Academy of Management Annual Meeting*, Atlanta, GA (2017).
- Research Methods Division Doctoral Consortium (**Selected Participant**), *Academy of Management Annual Meeting*, Atlanta, GA (2017).
- Doctoral Consortium (**Selected Participant**), *Strategic Management Society – Strategic Human Capital Special Conference*, Milan, Italy (2017).
- OB Division Doctoral Consortium (**Selected Participant**), *Academy of Management Annual Meeting*, Anaheim, CA (2016).
- Doctoral Consortium (**Selected Participant**), *Society for Industrial and Organizational Psychology*, Anaheim, CA (2016).

PEER-REVIEWED CONFERENCE PRESENTATIONS

Ryu, J., **Raveendhran, R.,** Guarana, C. (August, 2023). Feedback from Artificial Intelligence. Presented at the *Academy of Management Annual Conference,* Boston, MA.

Raveendhran, R., & Kim, T. (October, 2022). Getting AI Help: How AI Assistance Impacts Meaning. Presented at the *Association for Consumer Research Annual Meeting*, Denver, CO.

Jago, A., **Raveendhran, R.,** Fast, N.J. & Gratch, J. (August, 2022). Algorithmic Management Diminishes Anticipated Status. Presented at the *Academy of Management Annual Conference,* Seattle, WA.

Raveendhran, R., & Mayer, K.J. (October, 2020). Managing Knowledge Workers: A Competence-based Framework. Presented at the *Strategic Management Society Annual Conference*, London, UK (virtual).

Raveendhran, R., Jago, A., Fast, N.J., & Gratch, J. (August 2020). Voice Solicitation Through Technology. Presented at the *Academy of Management Annual Conference,* Vancouver, BC (virtual).

Raveendhran, R., Ryu, J., & Guarana, C. (August 2020). I Speak Up to My Tech-Savvy Leader: Technological Savviness and Voice. Presented at the *Academy of Management Annual Conference,* Vancouver, BC (virtual).

Smith, E., **Raveendhran, R.,** Heydarian, A., & Tibbets, Y. (February 2020). Big Brother in the 21st Century: How Privacy Concerns and Social Class Influence Consumer Preferences

in the Context of Behavior Tracking. Presented at the *Society for Personality and Social Psychology Annual Conference*, New Orleans, LA.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (October 2019). Virtual (Freedom From) Reality: Evaluation Apprehension and Leaders' Preference for Communicating Through Avatars. Presented at the *APA Technology, Mind, and Society Conference*, Washington DC.

Rich, B., **Raveendhran, R.**, & Mayer, K.J. (October, 2019). Adoption or Acquisition? An Example from the Legal Technology Industry. Presented at the *Strategic Management Society Annual Conference,* Minneapolis, MN.

Xing, Z., & **Raveendhran, R.** (October, 2019). Target Employee Retention in Cross-Border Acquisition: Evidence from Experiments. Presented at the *Strategic Management Society Annual Conference,* Minneapolis, MN.

Raveendhran, R., & Fast, N.J. (August, 2019). Humans Judge, Algorithms Nudge: The Psychology of Behavior Tracking at Work. Presented at the *Academy of Management Annual Conference,* Boston, MA.

Raveendhran, R., & Fast, N.J. (June, 2019). Humans Judge, Algorithms Nudge: The Psychology of Behavior Tracking at Work. *Conference Plenary Paper.* Presented at the *Managerial and Organizational Cognition Conference: Organising, Modelling, and Categorising in the Digital Era*, London, UK.

Raveendhran, R., & Fast, N.J. (May, 2019). Technology, Behavior Tracking, and the Future of Work. Presented at the *Psychology and Cybersecurity Conference*, Washington DC.

Raveendhran, R., & Fast, N.J. (April, 2018). Tracked by Technology: We Want Privacy from People but Share Freely with Machines. Presented at the *APA Technology, Mind, and Society Conference*, Washington DC.

Raveendhran, R., & Fast, N.J. (March, 2018). Tracked by Technology: We Want Privacy from People but Share Freely with Machines. Presented at the *Psychology of Technology Preconference at the annual meeting of the Society for Personality and Social Psychology,* Atlanta, GA.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (November, 2017). Virtual Reality in Management: Drivers and Consequences. Presented at the *New Directions in Research on the Psychology of Technology Conference*, Berkeley, CA.

Raveendhran, R. (October, 2017). Technology, Behavior Tracking, and the Future of Work. Presented at the *INFORMS Best Dissertation Competition Finals,* Houston, TX.

Raveendhran, R., & Mayer, K.J. (April, 2017). Managing Knowledge Workers: A Competence-based Framework. Presented at the *Strategic Management Society – Strategic Human Capital Special Conference*, Milan, Italy.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (March, 2017). Technology Mediated Management: When Managers Stay Away from Face to Face Interactions. Presented at the *Western Academy of Management Conference*, Palm Springs, CA.

Raveendhran, R., Wakslak, C.J., & Mayer, K.J. (March, 2017). (Micro) Manager or (Detail-oriented) Leader?: Micromanagement and Perceptions of Power-Holders' Fit for Leadership Roles. Presented at the *Western Academy of Management Conference*, Palm Springs, CA.

Raveendhran, R., & Wakslak, C.J. (March, 2017). Too Good to be a Micromanager: Competence and its effects on Micromanagement Perceptions. Presented at the *Western Academy of Management Conference*, Palm Springs, CA.

Raveendhran, R., & Mayer, K.J. (November, 2016). Power and Contract Renegotiation. Presented at the *INFORMS Annual Conference*, Nashville, TN.

Raveendhran, R., Xing, Z., Mayer, K.J. (November, 2016). Understanding Contracting Behavior: The Role of Power. Presented at the *INFORMS Annual Conference*, Nashville, TN.

Raveendhran, R., & Fast, N.J. (October, 2016). Tracked by Technology: We Want Privacy from People but Share Freely with Machines. Presented at the *New Directions in Research on the Psychology of Technology Conference*, Los Angeles, CA.

Raveendhran, R., Xing, Z., Mayer, K.J. (September, 2016). Understanding Contracting Behavior: The Role of Power. Presented at the *Strategic Management Society Annual Conference*, Berlin, Germany.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (August, 2016). Technology Mediated Management: When Managers Stay Away from Face to Face Interactions. Presented at the *Academy of Management Annual Meeting*, Anaheim, CA.

Raveendhran, R., & Wakslak, C.J. (August, 2016). Too Good to be a Micromanager: Competence and its Effects on Micromanagement Perceptions. Presented at the *Academy of Management Annual Meeting*, Anaheim, CA.

Raveendhran, R., & Wakslak, C.J. (June, 2016). Micromanagement and its Negative Effects on Perceptions of Power-holders' Leadership Potential. Presented at the *International Association of Conflict Management Annual Conference*, New York, NY.

Raveendhran, R., & Wakslak, C.J. (January, 2016). Telltale Signs: Detail-oriented Behaviors Signal Low Levels of Leadership Fit. Presented at the *Society for Personality and Social Psychology Annual Conference,* San Diego, CA.

Raveendhran, R., & Fast, N.J. (August, 2015). Illusory Autonomy and the Adoption of Technology. Presented at the *Academy of Management Annual Meeting*, Vancouver, BC, Canada.

Raveendhran, R., Xing, Z., Mayer, K.J. (August, 2015). Understanding Contracting Behavior: The Role of Power. Presented at the *Academy of Management Annual Meeting*, Vancouver, BC, Canada.

Raveendhran, R., & Wakslak, C.J. (August, 2014). Micromanagement and its Negative Effects on Leadership Perceptions. Presented at the *Academy of Management Annual Meeting*, Philadelphia, PA.

TEACHING EXPERIENCE

University of Virginia, Darden Graduate School of Business
Residential First Year MBA Program
- Leadership Core Course   2018 – Present
- Negotiations   2018 – Present
- Creating Value in the Metaverse   2022 – Present
   (Invited Guest Instructor)

Executive MBA Program
- Leadership Residency Module on Human-Technology Collaboration   2018 – 2020
  (Invited Guest Instructor)

Executive Education Teaching
- NAMIC   2023
- Partnership for Leaders in Education   2023 – Present
- Allan Myers   2022 – Present
- HWZ Zurich University   2022 – Present
- IFDA   2022 – Present
- Leading Virtual Teams   2020
- Capital One, Technology Leadership Program   2018 – 2020

Mentoring/Advising
MBA Students at Darden Graduate School of Business (Independent Studies)
- Jessica Kim-Schmid – Danaher
- Jiyoun Kim – Kellogg School of Management (PhD)
- Elizabeth Motley – Bain & Company
- Agnes (Reddin) Woltz – McKinsey & Company

University of Southern California, Marshall School of Business
- Organizational Behavior and Leadership – Undergraduate core course   Summer 2015
  - USC Award for Excellence in Teaching, recognizes top ten PhD student instructors at the University of Southern California.

- USC Marshall PhD Teaching Award, recognizes top two PhD student instructors at the Marshall School of Business
- OB MBA Core, Teaching Assistant for Scott Wiltermuth   Fall 2015
- Leading Organizations, Teaching Assistant for Nathanael Fast   Spring 2015
- The Art and Science of Decision Making, Guest Instructor   Spring 2014

University of Texas at Arlington, Department of Psychology
- Supplemental Instructor, Psychology Research Design and Statistics   2010 – 2011

PROFESSIONAL SERVICE

Ad-hoc Reviewing
- Academy of Management Review
- Organizational Behavior and Human Decision Processes
- Management Science
- Organization Science
- Journal of Experimental Psychology: General
- Personality and Social Psychology Bulletin
- Academy of Management Discoveries
- Technology, Mind, and Behavior
- National Science Foundation
- California Management Review

Professional Organizations
- Psychology of Technology Institute, Executive Committee Member   2018 – present
- California Management Review, Invited Member   2019 – present

University of Virginia Service
- Leadership and Organizational Behavior Area Search Committee   2023
- Women@Darden 2.0 Steering Committee   2020 – 2022
- Faculty Advisor, Darden Graduate Women in Business Club   2020 – 2022
- Ph.D. Mentor, Convergent Behavioral Science Initiative   2018 – 2020

University of Southern California Service
- Co-Founder, Marshall Panels on Women's Experiences in Research   2014 – present
- Co-Organizer, Management and Organization PhD Student Seminars   2015 – 2016
- Co-Organizer, PhD Elective Course on Professional Development   2016 – 2017

MEDIA COVERAGE

My research has been featured in: The New York Times, The Wall Street Journal, The Financial Times, CNN, Fortune, Business Insider, Forbes, Harvard Business Review, Virginia Public Radio, UVA Today, WNCU Public Radio.