

January 2025

**BATIA M. WIESENFELD**  
Director, Business & Society Program  
Andre J.L. Koo Professor of Management

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*Leonard N. Stern School of Business*  
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## **EDUCATION**

- 1996 Ph.D. Organizational Behavior, Columbia University Graduate School of Business  
Dissertation Title: *Taking it Personally: A Self-Affirmation Model of Individual Reactions to Negative Organizational Change*
1988. B.A. (Economics and Sociology), Columbia College, Columbia University

## **GRANTS**

- 2023 **NIH R01** ALTA Do no digital harm? A multilevel evaluation of technology-facilitated team care on the patient-provider relationship in health disparity populations
- 2023 **NSF** Convergence Accelerator Grant Smart Wearables for Expanding Workplace Access for People with Blindness and Low Vision (\$750k)
- 2021 **NSF** Grant 2129076: Co-Development of Telehealth, Remote Patient Monitoring, and AI-based Tools for Inclusive Technology-Facilitated Healthcare Work of the Future (\$2.5 million)
- 2019 **NSF** Grant 1928586: Future Expert Work in the Age of “Black Box”, Data Intensive and Algorithmically Augmented Healthcare (\$2 million)
- 2007 Kauffman Foundation Grant for research in Entrepreneurship
- 1999 Society for Human Resource Management Grant
- 1996 Society for Human Resource Management Grant

## **HONORS & AWARDS**

- 2018 Elected Fellow of the Academy of Management
- 2017 Recipient of Stern Faculty Leadership Award
- 2017 Elected Representative at Large, Board of Governors, Academy of Management
- 2013 Recipient of the Andre J.L. Koo endowed chair in management
- 2012 Named sponsor of Stern Faculty Scholars Program (full tuition MBA scholarships granted in my name)
- 2007 Recipient of the Stern Faculty Award for Teaching Excellence (Annual school-wide award involving recognition and monetary award)
- 2003 Recipient of IBM Faculty Award
- 2000 nominated for HR Division Scholarly Achievement Award
- 1998 Best Reviewer Award – Managerial and Organizational Cognitions

## **ACADEMIC POSITIONS**

***New York University, Leonard N. Stern School of Business***

2019-present *Director, Business & Society Program*  
2012-2018 *Chair, Department of Management and Organizations*  
2013-present *Andre J. L. Koo Chaired Professor of Management*  
2008-2013 *Professor*  
2010 –2014 *David Margolis Faculty Fellow*  
2007- 2010 *Daniel P. Paduano Faculty Fellow*  
2006-2009 *Robert L. & Dale Atkins Rosen Faculty Fellow*  
2002-2008 *Associate Professor*  
1994-2001 *Assistant Professor*

***Yale School of Management, Yale University***

2018-2019 *Visiting Professor of Organizational Behavior*

***Wharton School, University of Pennsylvania***

2003-2004 *Senior Faculty Fellow*

***Columbia Business School, Columbia University***

2010-2011 *Visiting Scholar*  
Spring 2004 *Visiting Scholar*

**PROFESSIONAL ACTIVITIES**

Deputy Editor & Senior Editor:

*Organization Science (2010-2021)*

Editorial Boards:

*Administrative Science Quarterly*  
*Academy of Management Perspectives*  
*Organizational Psychology Review*  
*Organizational Behavior and Human Decision Processes (until 2012)*

Professional Leadership:

*Representative-at-Large, Board of Governors, Academy of Management 2017-2020*  
*External reviewer: Wharton Management Department, Kellogg MORS Department, Eccles University of Utah Management Department, UT Austin doctoral program*  
*ASQ Editor-in-Chief nomination committee*  
*ASQ Scholarly Contribution Award Committee Chair and Member*  
*George Terry Book Award Committee Member*  
*OB Division Best Paper Award Committee*  
*Conflict Management Division Best Paper Award Committee*  
*Representative-at-Large, Organizational Behavior Division, Academy of Management 2004-2007.*

**SCHOLARLY PUBLICATIONS**

Yin, Y., Barrett, R., Williams, M., Wiesenfeld, B., Wakslak, C. (in press). Developing a General Construals Scale. *Personality & Social Psychology Bulletin*.

Mendel, T., Singh, N., Mann, D.M., Wiesenfeld, B., Nov, O. (in press). Laypeople's Use of and Attitudes Toward Large Language Models and Search Engines for Health Queries: Survey Study. *Journal of Medical Internet Research*.

Varanasi, R., Nov, O., & Wiesenfeld, B. (2025). Tug of Words: Comparing Resisting and Embracing Strategies of Writing Professionals Around Generative AI. *Proceedings of the ACM Human-Computer Interaction CHI '25*

Mandal, S., Wiesenfeld, B., Mann, D., Nov, O. (in press). The "New New Normal": Changes in Telemedicine Utilization Since COVID-19. *American Journal of Managed Care*.

Jonassen, Z., Lawrence, K., Wiesenfeld, B.M., Feuerriegel, S., Mann, D. (2025). A qualitative analysis of remote patient monitoring: How a paradox mindset can support balancing emotional tensions in the design of healthcare technologies. *Proceedings of the ACM on Human Computer Interaction*. Vol. 9 No. CSCW2 November 2025.

Malhotra, K., Wiesenfeld, B., Major, V.J., Grover, H., Aphinyanaphongs, Y., Testa, P., Austrian, J.S. (2024). Health system-wide access to generative artificial intelligence: The NYU Langone Health experience. *Journal of American Medical Informatics Association*.

Mendel, T., Nov, O., Wiesenfeld, B.M. (2024). Advice from a doctor or AI? Understanding willingness to disclose information through remote patient monitoring to receive health advice. *Proceedings of the ACM on Human Computer Interaction*. Vol. 8 No. CSCW2 Article 386, November 2024.

Genes, N., Simon, G., Koziatsek, C., Koesmahargyo, V., Mbachu, C., Wiesenfeld, B., Kim, J.G., Woo, K., Dahn, C. and Wittman, I. (2024). Generative AI Summaries to Facilitate Emergency Department Handoff. *Annals of Emergency Medicine*, 84(4), S3.

Small, W. R., Wiesenfeld, B., Brandfield-Harvey, B., Jonassen, Z., Mandal, S., Stevens, E. R., ... & Mann, D. (2024). Large Language Model-Based Responses to Patients' In-Basket Messages. *JAMA Network Open*, 7(7), e2422399-e2422399.

Mandal, S., Wiesenfeld, B.M., Mann, D., Szerencsy, A.D., Iturrate, E., Nov, O. (2024). Quantifying the impact of telemedicine and patient medical advice requests on physicians' work outside work. *NPJ Digital Medicine*, 7, 1, 35.

Small, W.R., Malhotra, K., Major, V.J., Wiesenfeld, B., Lewis, M., Grover, H., Tang, H., Banerjee, A., Jabbour, M.J., Aphinyanaphongs, Y. and Testa, P. (2024). The first generative AI Prompt-A-Thon in healthcare: A novel approach to workforce engagement with a private instance of ChatGPT. *PLOS Digital Health*, 3(7), p.e0000394.

Coff, J., Yang, E., Assavabhokhin, A., & Wiesenfeld, B. M. (2024). Molded by the Ghost: How Physicians Use—and Cease Using—Predictive AI to Learn a Mental Model. In *Academy of Management Proceedings* (Vol. 2024, No. 1, p. 15509). Valhalla, NY 10595: Academy of Management.

Wiesenfeld, B.M., Aphinyanaphongs, Y.A., Nov, O. (2022). Model transferability in healthcare: A sociotechnical perspective. *Nature Machine Intelligence*, 4(10), 807-809.

Mandal, S., Wiesenfeld, B., Mann, D., Lawrence, K., Chunara, R., Testa, P., Nov, O. (2022). Evidence for telemedicine's ongoing transformation of healthcare delivery since the onset of Covid-19: A retrospective observational study. *JMIR Formative Research*, 6(10), e38661.

Lawrence, K., Nov, O., Mann, D., Mandal, S., Iturrate, E., & Wiesenfeld, B. (2022). The Impact of Telemedicine on Physicians' After-hours Electronic Health Record "Work Outside Work" During the COVID-19 Pandemic: Retrospective Cohort Study. *JMIR Medical Informatics*, 10(7), e34826.

Danbold, F., & Wiesenfeld, B. M. (2022). Designing Prototypes for Inclusion. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 11027). Briarcliff Manor, NY 10510: Academy of Management.

Berson, Y., Oreg, S., & Wiesenfeld, B.M. (2021). A construal level analysis of organizational change processes. In Kray, L. & Chatman, J. (Eds.) *Research in Organizational Behavior*; 41.

Nov, O., Dove, G., Balestra, M., Lawrence, K., Mann, D., Wiesenfeld, B.M. (2021). Preferences and patterns of response to public health advice during the COVID-19 pandemic. *Scientific Reports*. 11(1), 1-7.

Nov, O., Aphinyanaphongs, Y., Lui, Y., Mann, D., Porfiri, M., Riedl, M., Rizzo, J.R., Wiesenfeld, B.M. (2021). The transformation of patient-clinician relationships with AI-based medical advice. *Communications of the ACM*, 64, 3, 41-43.

Rubineau, B., Gounden Rock, A., Reyt, J. N., & Wiesenfeld, B. M. (2021). Are men just insensitive (to job experience in their application decisions)? In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 11183). Briarcliff Manor, NY 10510: Academy of Management.

Brockner, J., Wiesenfeld, B.M., & Fridman, I. (2020). How prominent features of organizational life inform principles of social psychology. In *Social Psychology: Handbook of Basic Principles*, 3<sup>rd</sup> Edition (ed. PAM Van Lange, ET Higgins, AW Kruglanski), 549-566, Guilford.

Kim, H.Y. & Wiesenfeld, B.M. (2017). Who represents our group? The effects of prototype content on perceived status dispersion and social undermining. *Personality and Social Psychology Bulletin*, 43, 6, 814-827.

Wiesenfeld, B. M., Reyt, J. N., Brockner, J., & Trope, Y. (2017). Construal level theory in organizational research. *Annual Review of Organizational Psychology and Organizational Behavior*, 4(1), 367-400.

Reyt, J.N., Wiesenfeld, B.M., & Trope, Y. (2016). Big picture is better: The social implications of construal level for advice taking. *Organizational Behavior and Human Decision Processes*, 135, 22-31.

Brockner, J., & Wiesenfeld, B. M. (2016). Self-as-object and self-as-subject in the workplace. *Organizational Behavior and Human Decision Processes*, 136, 36-46.

- Siegel, P. A., Brockner, J., Wiesenfeld, B. M., & Liu, Z. (2016). Non-Contingent Success Reduces People Desire for Processes that Adhere to Principles of Fairness. *Social Justice Research*, 29(4), 375-401.
- Reyt, J. N., Rubineau, B., & Wiesenfeld, B. M. (2016, January). The Effect of Resumes' Level of Concreteness on Candidate Evaluation. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 16694). Academy of Management.
- Reyt, J. N., Wiesenfeld, B. M., & Trope, Y. (2015, January). The Social Implications of Construal Level for Advice Taking and Status Conferral. In *Academy of Management Proceedings* (Vol. 2015, No. 1, p. 12185). Academy of Management.
- Brockner, J., Wiesenfeld, B. M., Siegel, P. A., Bobocel, D. R., & Liu, Z. (2015). Riding the fifth wave: Organizational justice as dependent variable. *Research in Organizational Behavior*, 35, 103-121.
- Reyt, J.N. & Wiesenfeld, B.M. (2015). Seeing the forest for the trees: Exploratory learning, mobile technology, and knowledge workers' boundary integration behaviors. *Academy of Management Journal*, 58, 3, 739-782.
- Fortin, M., Blader, S. L., Wiesenfeld, B. M., & Wheeler-Smith, S. L. (2015). Justice and Affect: A Dimensional Approach. *The Oxford Handbook of Justice in the Workplace*, 419.
- Reyt, J. N., & Wiesenfeld, B. M. (2014, January). Seeing the Bigger Picture: Development and Validation of a Work-Based Construal Level Scale. In *Academy of Management Proceedings* (Vol. 2014, No. 1, p. 16010). Academy of Management.
- Bartel, C.B., & Wiesenfeld, B.M. (2013). The social negotiation of group prototype ambiguity in dynamic organizational contexts. *Academy of Management Review*, 38, 4, 508-524.
- Polman, E., Pettit, N., Wiesenfeld, B.M. (2013). Effects of wrongdoer status on moral licensing. *Journal of Experimental Social Psychology*, 49, 4, 614-623.
- Blader, S., Wiesenfeld, B.M., Fortin, M. & Wheeler-Smith, S. (2013). Fairness lies in the heart of the beholder: How the social emotions of third parties influence reactions to injustice. *Organizational Behavior and Human Decision Processes*, 121, 1, 62-80.
- Bartel, C., Wrzesniewski, A. & Wiesenfeld, B.M. (2012). Knowing where you stand: Perceived respect, organizational identification and physical isolation among virtual workers. *Organization Science*, 23, 3, 743-757.
- Wiesenfeld, B.M. & Brockner, J. (2012). On the reciprocal relationship between basic and applied psychological theory. *Organizational Psychology Review*, 2, 2, 172-182.
- Mayhew, M., Simonoff, J., Baumol, W., Wiesenfeld, B.M., & Klein, M.W. (2012). Exploring innovative entrepreneurship and its ties to higher education experiences. *Research in Higher Education*, 53, 8, 831-859.

Roloff, K., Wiesenfeld, B.M., & Brockner, J. (2011). The Role of Process Fairness Authenticity in 21<sup>st</sup> Century Negotiations. In B. Cohen & D. Shapiro, (Eds.), The Psychology of Negotiations in 21<sup>st</sup> Century Work Organizations. SIOP Frontiers Series.

Blader, S. L., Wiesenfeld, B., Rothman, R. & Wheeler-Smith, S. (2010). Social emotions and justice: How the emotional fabric of groups determines justice enactment and reactions. In E. A. Mannix, M. A. Neale (Series Eds.) & E. Mullen (Vol. Ed.), Research on managing groups and teams: Fairness & Groups (pp. 29-62). Bingley, UK: Emerald Publishing.

Brockner, J., Wiesenfeld, B.M., Diekmann, K. 2009. Towards a "Fairer" Conception of Process Fairness: Why, When and How More May Not Be Better Than Less. In J. Walsh & A. Brief (Eds.), Annals of the Academy of Management.

Forman, C., Ghose, A., & Wiesenfeld, B.M. 2008. Examining the relationship between reviews and sales: The role of reviewer identity disclosure in online sales, Information Systems Research, 19, 3, 1-23.

Wiesenfeld, B.M., Wurthmann, K.A., & Hambrick, D.C. 2008. *The stigmatization and devaluation of elites associated with corporate failure: A Process Model*. Academy of Management Review. 33, 1, 231-251.

Finalist for best publication in Academy of Management Review, 2008.

Wiesenfeld, B.M., Swann, W.B., Brockner, J. & Bartel, C. 2007. *Is more fairness always preferred? Self-esteem moderates reactions to procedural justice*. Academy of Management Journal. 50, 5, 1235-1253.

Finalist for best publication in Academy of Management Journal, 2007.

Rothman, N., & Wiesenfeld, B. 2007. *The social consequences of expressing emotional ambivalence in groups and teams*. In E.A. Mannix, M.A. Neale & C.P. Anderson (Eds.), Research on Managing Groups and Teams, (Vol. 10; pp. 275-308), Elsevier.

Brockner, J., & Wiesenfeld, B. 2005. *How generalizable is the interactive relationship between outcome favorability and procedural fairness?* In J. Greenberg & J. Colquitt (Eds.), Handbook of organizational justice: Fundamental questions about fairness in the workplace (pp.525-553). Hillsdale, N.J.: Erlbaum.

Raghuram, S., Wiesenfeld, B.M. 2004. *Work-nonwork conflict and job stress among virtual workers*. Human Resource Management. 43, 2-3, 259-278.

Wiesenfeld, B.M., Wurthmann, K.A., & Hambrick, D.C. 2004. *The stigmatization and devaluation of elites associated with corporate failure*. Academy of Management Best Papers Proceedings.

Raghuram, S., Wiesenfeld, B.M., & Garud, R. 2003. *Technology enabled work: The role of self efficacy in determining telecommuter adjustment and structuring behavior*. Journal of Vocational Behavior, 63, 180-198.

Martins, L.L., Milliken, F.J., Wiesenfeld, B.M., & Salgado, S.R. 2003. *Group diversity and members' experiences: The role of the diversity of the organizational context*. Group and Organization Management.

- Wiesenfeld, B.M. & Hewlin, P. (2003). *Splintered identities and organizational change*. In B. Mannix, M. Neale & J. Polzer (Eds.), Research on Managing Groups and Teams, volume 5, pp. 27-52.
- Raghuram, S., Garud, R., & Wiesenfeld, B. 2001. *Factors contributing to virtual work adjustment*. Journal of Management, 27, 3, 383-405.
- Wiesenfeld, B.M., Raghuram, S. & Garud, R. 2001. *Organizational identification among virtual workers: The role of need for affiliation and perceived work-based social support*. Journal of Management, 27, 213-229.
- Wiesenfeld, B.M., Brockner, J., Petzall, B., Wolf, R., & Bailey, J. 2001. *Stress and Coping Among Layoff Survivors: A Self-Affirmation Analysis*. Anxiety, Stress, and Coping: An International Journal, 14, 15-34.
- Raghuram, S., Wiesenfeld, B.M., & Garud, R. 2000. *Adjustment to Telecommuting: Role of Self-efficacy and Structuring Behavior*. Academy of Management Best Papers Proceedings
- Wiesenfeld, B.M., Brockner, J., & Thibault, V. 2000. *Procedural fairness, managers' self-esteem, and managerial behaviors following a layoff*. Organizational Behavior and Human Decision Processes, 83, 1, 1-32.  
Article nominated for HR Division Scholarly Achievement Award, 2000.
- Wiesenfeld, B.M., Brockner, J., & Martin, C. 1999. *A self-affirmation analysis of survivors' reactions to unfair organizational downsizings*. Journal of Experimental Social Psychology, 35, 441-460. Paper based on my dissertation.
- Wiesenfeld, B.M., Raghuram, S., & Garud, R. 1999. *Communication patterns as determinants of organizational identification in a virtual organization*. Organization Science, 10, 777-790.
- Wiesenfeld, B.M., Raghuram, S., & Garud, R. 1999. *Managers in a virtual context: The experience of self-threat and its effects on virtual work organizations*. In C.L. Cooper & D. Rousseau (Eds.), Trends in Organizational Behavior (pp. 31-44). Chichester, UK: Wiley.
- Brockner, J., Heuer, L., Siegel, P.A., Wiesenfeld, B.M., Martin, C., Grover, S., Reed, T., Bjorgvinsson, S. 1998. *The moderating effect of self-esteem in reaction to voice: Converging evidence from five studies*. Journal of Personality and Social Psychology, 75, 2, 394-407.
- Wiesenfeld, B.M., & Brockner, J. 1998. *Towards a psychology of contingent work*. In J.J. Halpern & R.N. Stern (Eds.), Debating rationality: Nonrational aspects of organizational decision making (pp. 195-215), Ithaca, N.Y.: ILR Press.
- Wiesenfeld, B.M. 1997. *Procedural unfairness and layoff survivors: Self-threat and coping in the context of organizational change*. Social Justice Research, 10, 225-239.
- Brockner, J., Wiesenfeld, B.M., Stephan, J., Hurley, R., Grover, S., Reed, T., & DeWitt, R.L. 1997. *The effects on layoff survivors of their fellow survivors' reactions*. Journal of Applied Social Psychology, 27, 10, 835-863.

Wiesenfeld, B.M., & Thibault, V. 1997. *Managers are employees, too: Exploring the relationships between procedural fairness, managers' self-perceptions, and managerial behaviors following a layoff*. Academy of Management Best Papers Proceedings, 359-363.

Brockner, J. & Wiesenfeld, B.M. 1996. *An integrative framework for explaining reactions to a decision: The interactive effects of outcomes and procedures*. Psychological Bulletin, 120, 189-208.

Brockner, J., Wiesenfeld, B.M. & Martin, C. 1995. *Decision Frame, Procedural Justice, and Survivors' Reactions to Job Layoffs*. Organizational Behavior and Human Decision Processes, 63, 1, 59-68.

Brockner, J., Wiesenfeld, B.M., Reed, T., Grover, S., & Martin, C. 1993. *Interactive effect of job content and context on the reactions of layoff survivors*. Journal of Personality and Social Psychology, 64, 187-197.

Brockner, J., Wiesenfeld, B.M. & Raskas, D.F. 1993. *Self-esteem and expectancy-value discrepancy: The effects of believing that you can (or can't) get what you want*. In R.F. Baumeister (Ed.), Self-esteem: The puzzle of low self-regard. New York: Plenum.

Brockner, J., & Wiesenfeld, B.M. 1993. *Living on the edge (of social and organizational psychology): The effects of layoffs on those who remain*. In J.K. Murnighan (Ed.), Social psychology in organizations: Advances in theory and research (pp. 119-140). Englewood Cliffs, N.J.: Prentice-Hall.

Wiesenfeld, B.M. 1993. *Bankruptcy and executives' loss of prestige: The role of attributions*, Academy of Management Best Papers Proceedings, 227-236.

## **ADDITIONAL PUBLICATIONS**

Wiesenfeld, B.M., Rothman, N., Wheeler-Smith, S., & Galinsky, A. 2011. Why Fair Bosses Fall Behind. Harvard Business Review, July/August.

Wiesenfeld, B.M. & Cattani, G. 2010. Hollywood on Business. Harvard Business Review, October.

Wiesenfeld, B.M.. Business and Its Publics: Inquiry and Discourse, McGraw-Hill.

Wiesenfeld, B.M. 2005. "The social life of emotions" (by L.Z. Tiedens & C.W. Leach (Eds.)), in Administrative Science Quarterly, December, 2005.

Wiesenfeld, B.M. 2004. The scarlet S. SternBusiness.

Chen, Y., Freedman R., Morrison, E., Rogers, D., Shapira, Z., & Wiesenfeld, B. (Eds.) 1999. Cases and Readings in Managing Organizations, Pearson Custom Publishing.

Wiesenfeld, B.M. 1998. Communication: The glue binding virtual employees. Stern Business, Summer.

Wiesenfeld, B.M. 1997. Downsizing and the dissolution of trust. Stern Business, Spring/ Summer.



Wiesenfeld, B.M. 1997. “*Sizing down: Chronicle of a plant closing*” (by L.M. Illes), in Industrial and Labor Relations Review, April, 50, 3, 521-522.

Wiesenfeld, B.M., Mezias, S., Martins, L., & Bates, K. (Eds.). 1996. Introduction to Management, Simon & Schuster.

## WORKING PAPERS

Danbold, F., Wiesenfeld, B. Understanding barriers to perceived inclusion: The role of prototype configuration. Third R&R, Academy of Management Review.

Carter, A., Danbold, F., Wiesenfeld, B. Construal Level Stereotypes: Perceived Differences in Groups’ Abstract Versus Concrete Cognitive Styles. R&R, Personality & Social Psychology Bulletin.

Sheldon, O., Wiesenfeld, B.M., Brockner, J. Exploring When and Why Being Treated Fairly Makes Employees More Likely to Engage in Unethical Pro-Organizational Behavior. Reject & Resubmit, Journal of Personality and Social Psychology.

Mendel, T., Mandal, S., Nov., O, Wiesenfeld, B.M., Disclosing Advisors’ Use of AI Assistance to Clients: The Effect on Advisors’ Performance, AI Reliance, and Attitudes. Invited revision submitted, Proceedings of the ACM CSCW ‘25.

Wiesenfeld., B.M. & Kellogg, K. Organizational learning with Generative AI: New modes of knowledge search, creation, retention and transfer. Under review, Strategic Organizations.

Assavabokhin, A., Wiesenfeld, B.M., Nov., O. Can machine learning help human learning? The effects of Simple Explainable AI and Update algorithmic advice designs on user learning.

Yin, D., Smith, P., Wiesenfeld, B.M. Abstract and Concrete Construals in Everyday Work. Working paper.

## INVITED PRESENTATIONS

*Some unintended consequences of AI implementation in healthcare.* Presentation to the Center for Work, Technologies & Organization Colloquium, Stanford School of Engineering, Stanford University, 2023.

*Some unintended consequences of AI implementation in healthcare.* Presentation to the Management department, Foster School of Business, University of Washington, 2023.

*On the front lines: AI and the future of healthcare work.* Keynote, Israel Organizational Behavior Conference, Tel Aviv University, 2023

*Socio-emotive practices for team coordination around algorithmic tools.* AI in Healthcare workshop, Warwick School of Business, 2023.

*New Digital Technologies and the Future of Work in Healthcare.* Presentation to the Department of Management and Technology, Bocconi University, 2021.

*Zooming in and zooming out: How technology shapes expert cognition in healthcare.* Presentation to the Management Department, Fuqua School of Business, 2021.

*Cognitive ambidexterity signals and entrepreneurial crowdfunding.* Presentation to the Management department, Wharton School, University of Pennsylvania, 2018.

*Construal level in organizations.* Presentation to the Management department, Columbia Business School, 2017.

*Construal level in organizations.* Presentation to the Management department, Sauder School, UBC, 2017.

*Construal level in organizations.* Presentation to the organizations area, Yale School of Management, 2017.

*Construal level in organizational behavior.* Presentation to the Management area, London Business School, 2016.

*Construal level in organizational behavior.* Presentation to the Management department, USC Marshall, 2016.

*Seeing the forest for the trees: Applying construal level theory to OB.* Presentation to the Organizational Behavior Unit, Harvard Business School, Harvard University, 2015.

*Seeing the forest for the trees: Applying construal level theory to OB.* Presentation to the Management Department, Boston College, 2015.

*Seeing the forest for the trees: Applying construal level theory to OB.* Presentation to the International Business group, Business Department, Baruch College, City University of New York, 2014.

*Seeing the forest for the trees: Applying construal level theory to OB.* Presentation to the Organizations Group, Olin School, Washington University, 2014.

*Seeing the forest for the trees: Exploratory learning, mobile technology, and knowledge workers' boundary integration behaviors.* Presentation to the Management Department, George Mason School of Business, 2014.

*Gaining status but losing power: When and why unfair leaders are preferred,* Presentation to the Management Department, Wharton School, University of Pennsylvania, 2013.

*Gaining status but losing power: When and why unfair leaders are preferred,* Presentation to the organizational behavior faculty, Tepper School of Business, Carnegie Mellon University, 2012.

*Gaining status but losing power: When and why unfair leaders are preferred,* Presentation to the organizational behavior faculty, INSEAD, Fontainebleu, 2012.

*The allure of unfairness*, Presentation to the Ross School of Business faculty, University of Michigan, 2011.

*The allure of unfairness*, Presentation to the College of Business faculty, University of Illinois at Urbana Champaign, 2010.

*The allure of unfairness*, Presentation to the management faculty of Tel Aviv University, 2009.

*The allure of unfairness*. Presentation to the faculty of Rensselaer Polytechnic Institute, 2008.

*The allure of unfairness*. Presentation to the faculty of Goizueta Business School, Emory University, 2008.

*The allure of unfairness*. Presentation to the faculty of McDonough School of Business, Georgetown University, 2007.

*The allure of unfairness*. Presentation to the faculty of Yale School of Management, 2007.

*Is more fairness always preferred? Self-esteem moderates reactions to procedural justice*. Paper presented at the Society of Experimental Social Psychology meetings in Chicago, IL, 2007.

*The allure of unfairness*. Presented to Management and Organizational Behavior Dept., London Business School, 2007.

*The allure of unfairness*. Presented to Management Dept., University of Southern California, 2006.

*Who cares about fairness?* Presented at Identity conference, Leiden University, Amsterdam, 2005.

*Stigmatization and devaluation of elites associated with corporate failure*. Presented to Operations and Information Management Department, Wharton School, University of Pennsylvania, 2005.

*Stigmatization and devaluation of elites associated with corporate failure*. Presented to Management Department, Columbia Business School, Columbia University, 2004.

*The lure of procedural unfairness*. Presented to the Social Psychology Network, Columbia University, 2004.

*Self-threat and employee reactions to organizational change*. Presented to Society for Experimental and Social Psychology, Boston, 2003.

*Stigmatization and devaluation of elites associated with corporate failure*. Presented to Management Department, Wharton School, University of Pennsylvania, 2003.

*Splintered identities and organizational change*. Presented at the Research on Groups and Teams conference, Cornell University, 2001.

*Coping with virtual work: Dynamic self-processes in the information age*. Presented in Digital Economy Research seminar, Stern School of Business, New York University, 2001.

*Negotiating social identity exits: Evidence from virtual workers.* Presented to the Davis Conference on Qualitative Research, University of California at Davis, 2001.

*Negotiating social identity exits: Evidence from virtual workers.* Presented to the Psychology department, Teachers College, Columbia University, 2001.

*Organizational change and the conflicted self.* Presented to the Leadership and Organizations group, Harvard Business School, Harvard University, 2000.

*Negotiating ambiguity: The effects of virtual work on individual identification.* Presented to the Industrial and Organizational Psychology faculty, Psychology Department, New York University, 2000.

*Threat and Resilience in the Context of Organizational Change.* Presented to the Management faculty, Fuqua School of Business, Duke University, 1998.

*Threat and Resilience in the Context of Organizational Change.* Presented to the Management faculty, University of British Columbia, 1998.

*Managers are People, Too: Exploring the Relationships Between Procedural Fairness, Managers' Self-Evaluations, and Managerial Behaviors Following a Layoff.* Presented to the Management faculty, Wharton School of Business, University of Pennsylvania, 1997.

*Strategic Implications of Group Esteem.* Presented to the Management faculty, Technion University, Haifa, Israel, 1997.

*Group Esteem: Positive Collective Evaluations in Task-Oriented Groups.* Presented to the Management department, Hebrew University, Jerusalem, Israel, 1997.

*Group Esteem: Positive Collective Evaluations in Task-Oriented Groups.* Presented to the Management department, University of Chicago Graduate School of Business, 1997.

*The Strategic Implications of Group Esteem.* Presented to the Organizational Psychology department, Teachers College, Columbia University, 1996.

*Group esteem: Outcomes and Antecedents.* Presented to the Yale School of Organizations and Management, 1995.

*The interpersonal effects of self-affirmation: Managers and organizational change.* Presented to the Department of Industrial and Organizational Psychology, New York University, 1994.

*Self esteem and organizational esteem.* Presented to the Department of Industrial and Organizational Psychology, Stevens Institute of Technology, 1992.

## **TEACHING EXPERIENCE**

### ***Undergraduate Courses:***

Management and Organizational Analysis  
Business and Its Publics

***Masters Courses:***

Managing Organizational Behavior  
Managing Organizations  
Managing Organizational Change

***Doctoral Courses:***

Advanced Seminar in Organizational Behavior

***Executive Programs***

Executive short programs: Leadership, Managing Organizational Change  
Trium Executive MBA; Leadership.  
Stern Executive MBA; Managing Organizations.

Workshops and courses on:

Innovation  
Ethics  
Managing Organizational Change  
Leadership  
Managerial Skills  
Strategy Implementation

***Doctoral Thesis Committees (until 2021)***

Samantha Dodson, University of Utah, 2021.

Teodora Tomova, Stern School of Business, NYU, 2020.

Patrician Staats, UNC-Chapel Hill, 2020.

Susanna Stone, Psychology, NYU, 2020.

Ashli Carter, Columbia Business School, Columbia University, 2019.

Niranjan Jaradnathan, McCombs, UT Austin, 2017.

Anat Hurvitz, Stern School of Business, 2021.

Niranjan Janardhanan, McCombs School, UT Austin, 2017.

Jeff Thomas, Management, Stern School of Business, 2017.

Laura Reitman, Management, Stern School of Business, 2014.

Jean-Nicolas Reyt, University of Paris, Dauphine. 2013.

Hee Young Kim, Management, Stern School of Business, 2013. Chair.

Xi Chen, Management, Stern School of Business, 2013.

Sara Wheeler-Smith, Management, Stern School of Business, 2013. Chair.

Tina Opie, Management, Stern School of Business, 2009.

Jennifer Tosti, Management, Stern School of Business, 2009.

Naomi Rothman, Management, Stern School of Business, 2008. Chair

Yephat Kivetz, Social Psychology, New York University, 2006.

Sophie Leroy, Management, Stern School of Business, 2005.

Yael Goverover, Department of Occupational Therapy, New York University, "The relationship between categorization, deductive reasoning, self-awareness and instrumental activities of daily living among individuals who have brain injury," 2001.

Melissa S. Cardon, Management, Columbia Business School, "Organizational socialization and knowledge integration of newcomers: The role of anticipated tenure," 2001.

Victoria L.B. Luby, Industrial and Organizational Psychology, New York University, "Out in left field: A comparison of contributors towards employee work satisfaction in distributed and traditional work settings," 2001.

Patricia Hewlin, Management, Stern School of Business, "And the award for best actor goes to . . . : Facades of conformity in organizational settings," 2001.

Amy D. Goodman, Industrial and Organizational Psychology, New York University, "Support for a multidimensional social identity construct," 2001.

Joy K. Turnheim, Management, "Impact of Culture of Identification on an Individual's Commitment to an Organization," 1999. Chair.

Linda C. Santos, Industrial and Organizational Psychology, Hofstra University, "Effects of Individual and Group Feedback on Feedback Seeking Behavior," 1997.

Luis Martins, Management, Stern School of Business, "Organizational Adaptation to Reputational Rankings: The Role of Managers' Strategic Issue Interpretations," 1996.

### ***Masters Thesis Committees***

Anyada Assavabokhin, Industrial and Organizational Psychology, New York University, 2022, Advisor.

Chris Jeffers, School of Continuing and Professional Studies, New York University, 2008, *Advisor*.

J. Bradley Cummings, Industrial and Organizational Psychology, New York University, 1998, *Advisor*.

Svali Bjorgvinsson, Industrial and Organizational Psychology, New York University, 1997, *Advisor*.

Amy Cowgill, Information Systems, Clark University, 1997.

## **PRESS/MEDIA**

Television: Good Morning America, CNBC, CNN, BBC-TV

Radio: NPR, Bloomberg

Newspaper: Financial Times, New York Times, Wall Street Journal, USA Today, LA Times, Boston Globe

Magazine: BusinessWeek, Elle, Inc.

## **SERVICE**

### *Field:*

- Deputy Editor, Organization Science
- Senior Editor, Organization Science
- Representative-at-Large and Chair, Specialized Conference Committee, Academy of Management Board of Governors
- Committee to select Editor-In-Chief, *Administrative Science Quarterly*.
- Quinquennial Review of Wharton's Management Department
- Five year review of Kellogg's Organizations Area
- Seven year review of UT Austin's Doctoral Program in Strategic Management and Organizations
- Faculty Fellow, OB Division Junior Faculty Workshop, 2017.
- Presentation: Crafting the Right Academic Job, OB Division Doctoral Consortium, 2014, 2015
- PDW: Bringing Your Research into the Classroom, OMT Division, Academy of Management, 2014
- PDW: Creating a meaningful career, Conflict Management Division, AoM, 2014
- Elected Representative-At-Large, OB Division, Academy of Management, 2005-2008.
- Organized OB Junior Faculty Consortium, Philadelphia, 2007; co-organizer of OB Junior Faculty Consortium, Atlanta, 2006.
- Presenter/facilitator, OB Doctoral Consortium, Academy of Management, 2014, 2015, 2017
- Editor's panel, OB Junior Faculty Consortium, Academy of Management, 2011, 2012, 2013, 2014.
- Facilitator for OB/OMT Junior Faculty Consortium, Chicago, 1999; Washington, 2001.
- Co-organizer of Emotions in Organizational Life conference, 2006.

### *New York University:*

- Dean Search Committee 2011, 2017 (chair)
- Undergraduate Dean Search Committee
- Advisory Board, Center for the Study of Antisemitism
- Title VI Coordinator Selection Committee
- Faculty affiliate, HiBRiD lab, NYU Langone Population Health
- Provosts' Committee on Academic Priorities
- Faculty Grievance committees (Steinhardt, Liberal Studies)
- Conflict of Interest/Conflict of Commitment committee
- Chair, Israel Strategy Team, Bronfman Center
- Bronfman Center Advisory Board

### *Stern:*

- Director, Business & Society Program

- Chair, Department of Management and Organizations
- Strategic Working Group Steering Committee
- Instructor and Course Coordinator – Business and Its Publics core course for all Stern undergraduate students.
- Undergraduate Consulting Track Champion
- Core course coordinator - Managing Organizations MBA block core course.
- Member, MBA Core Course Committee
- Member, Management Department Academic subcommittee.
- Member, Management Department Recruiting subcommittee.
- Member of the Surveys Task Force – developed, analyzed, and reported results of MBA student survey.
- Member of MOB course curriculum review subcommittee to the MBA Curriculum review committee.
- Faculty Recruiting Committee member.
- Co-chair of Management Department Seminar Series, 1995-96.
- Conducted Management Department area presentations for full-time and part-time pre-term.
- Conducted sessions on Introduction to Case Analysis in full-time pre-term.
- Moderator of panels for conferences sponsored by Stern Women in Business Association and Management Consulting Association.
- Core Course Coordinator for required undergraduate management course.
- Member of the Undergraduate Management Curriculum Revision committee.
- Faculty coordinator of "Stern M&Ms" (a mentoring program for Stern undergraduate students).
- Faculty presenter to prospective students, Opening Doors for Women, 2016, 2015, 2014.
- Faculty presenter to prospective students and their parents at Stern Sunday in the Square, Spring, 1997.
- Faculty leader of undergraduate corporate visitation.
- Faculty presenter to underrepresented minority prospective students.