

# Julianna Pillemer

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New York, NY 10012

## ACADEMIC APPOINTMENTS

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**Leonard N. Stern School of Business, New York University**  
Assistant Professor, Management and Organizations Department

July 2019 - Present

## EDUCATION

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**Wharton School of Business, University of Pennsylvania**  
Ph.D. in Applied Economics (Management)

May 2019

**Pomona College**  
B.A., *cum laude*, Psychology

May 2009

## PEER-REVIEWED PUBLICATIONS

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1. Fisher, C.M., **Pillemer, J.**, & Amabile, T.M. (*in press*). When the thought doesn't count: The dynamics of unhelpful help in creative organizations. *Academy of Management Discoveries*.
2. **Pillemer, J.** (2024). Strategic authenticity: Signaling authenticity without undermining professional image in workplace interactions. *Organization Science*, 35(5), 1641-1659.
  - Covered in Time Magazine
3. Rossingnac-Milon, M.\*, **Pillemer, J.\***, Bailey, E.R., Horton, C.B., & Iyengar, S. (2024). Just be real with me: Appearing authentic promotes relationship initiation via shared reality. *Organizational Behavior and Human Decision Processes*, 180, 104306. \*authors contributed equally
4. **Pillemer, J.** & Rothbard, N. (2018). Friends without benefits: Understanding the dark sides of workplace friendship. *Academy of Management Review*, 43(4), 635-660.
  - Covered in the Wall Street Journal, Sloan MIT Management Review, Harvard Business Review, Time Magazine, Forbes, Fortune, Bustle, Knowledge @Wharton, Business Insider
5. Fisher, C.M., **Pillemer, J.**, & Amabile, T.M. (2018). Deep help in complex project work: Guiding and path-clearing across difficult terrain. *Academy of Management Journal*, 61(4), 1524–1553.
  - Honorable Mention, 2019 Award for Outstanding Published Article in Positive Organizational Scholarship, Center for Positive Organizations at University of Michigan
6. Barsade, S., & Coutfaris, C. & **Pillemer, J.** (2018). Emotional contagion in organizational life. *Research in Organizational Behavior*, 38, 137-151.
7. **Pillemer, J.**, Burke, D., & Graham, E. (2014). The face says it all: CEOs, gender, and predicting corporate success. *The Leadership Quarterly*, 25(5), 855-864.
8. Amabile, T. M., & **Pillemer, J.** (2012). Perspectives on the social psychology of creativity. *The Journal of Creative Behavior*, 46(1), 3-15.

## **MANUSCRIPTS UNDER REVIEW**

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**Pillemer, J.**, Harrison, S & Murphy, C., & Park, Y. [Creative workers and audience relationships] (2<sup>nd</sup> Revise and resubmit at *Administrative Science Quarterly*).

Schinoff, B., **Pillemer, J.**, Rogers, K., & Petriglieri, J. [Connecting on a virtual exercise platform.] (2<sup>nd</sup> revise and resubmit at *Organization Science*).

Foster-Gimbel, O., **Pillemer, J.**, Phillips, T. [Authenticity and Allyship]. (Reject and Resubmit at *Journal of Experimental Psychology: General*).

## **SELECTED WORKS IN PROGRESS**

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1. **Pillemer, J.**, Park, Y., & Hardin, A. [Networking mindsets].
2. Cormier, G., **Pillemer, J.**, Rossingac-Milon, M., & Norton, M.. [The mixed blessing of work spouses]
3. **Pillemer, J.** & Anthony, C. [Social media and the changing nature of social capital]

## **PRACTITIONER-ORIENTED ARTICLES AND TEACHING MATERIALS**

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1. Fisher, C., Amabile, T., & **Pillemer, J.** (2021). How to help without micromanaging. *Harvard Business Review*.
2. Amabile, T., Fisher, C., & **Pillemer, J.** (2014). IDEO's culture of helping. *Harvard Business Review*.
3. Leary, K., **Pillemer, J.**, & Wheeler, M. (2012). Negotiating with emotion. *Harvard Business Review*.
4. Wheeler, M. & **Pillemer, J.** Moral Decision-Making: Reason, Emotion, and Luck. *Harvard Business School Case*, No. 910-029.

## **INVITED RESEARCH PRESENTATIONS**

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- Carroll School of Management, Boston College – Work, Identity and Meaning Group (scheduled 2024)
- Tepper School of Business, Carnegie Mellon – Organizational Behavior and Theory (2024)
- Weatherhead School of Management, Case Western Reserve – Positive Relationships at Work (2024)
- INSEAD – Identity Conference (2024)
- Aarhus University – Integrative Business Psychology (2022)
- London Business School – Organizational Behavior (2018)
- Yale School of Management – Organizational Behavior (2018)
- Scheller College of Business, Georgia Institute of Technology – Organizational Behavior (2018)
- Owen Graduate School of Management, Vanderbilt University – Organization Studies (2018)
- Carroll School of Management, Boston College – Management and Organization (2018)
- Cornell University (ILR) – Human Resource Studies (2018)
- Stern School of Business, New York University – Management and Organizations (2018)
- McDonough School of Business, Georgetown University – Management (2018)
- Columbia Business School – Management (2018)
- Anderson School of Management, UCLA - Management & Organizations (2018)
- Marshall School of Business, University of Southern California - Management and Organization (2018)
- Jones Graduate School of Business, Rice University – Organizational Behavior (2018)
- Stanford Graduate School of Business – Organizational Behavior (2018)
- Kellogg School of Management, Northwestern University – Organizational Behavior (2018)
- Fuqua School of Business, Duke University – Management and Organizations (2018)
- Harvard Business School – Organizational Behavior (2018)

## **PEER REVIEWED CONFERENCE PRESENTATIONS**

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Bailey, E., Brown, J., Caza, B., **Pillemer, J.** & Zakrzewska, B. (2024). Be Who You Are? Identity and Organizational Challenges to Authenticity. Presenter in Panel Symposium at the Academy of Management (AOM) Annual Meeting, Chicago, IL.

Eger, B., Kebbi, A., Petriglieri, G., **Pillemer, J.**, Pratt, M., & Rajunov, M. (2023). Identification and Disruptors of the Digital Era. Presenter in Panel Symposium at the **Academy of Management (AOM) Annual Meeting**, Boston, MA.

Schinoff, B., **Pillemer, J.**, Rogers, K. & Petriglieri, J. (2022) Bridging the Space Between Us: Exploring Connection and Disconnection in Workplace Relationships. Participant in Showcase Symposium at the **Academy of Management (AOM) Annual Meeting**, Seattle, WA.

Foster-Gimbel, O, **Pillemer, J.**, Phillips, L.T. (2022). Allyship in the Workplace: An Examination of Antecedents and Consequences. Participant in Showcase Symposium at the **Academy of Management (AOM) Annual Meeting**, Seattle, WA.

**Pillemer, J.** (2022) The Influencer Economy: Exploring the Work of Social Media Cultural Production. Participant in Showcase Symposium at the **Academy of Management (AOM) Annual Meeting**, Seattle, WA.

**Pillemer, J.** (August, 2021). Panelist on the “Acing the job talk” module at the **Academy of Management (AOM) Annual Meeting**, Virtual Session.

**Pillemer, J.** (February, 2021). Speaker in preconference on Shared Reality and Authenticity at the **Society for Personality and Social Psychology (SPSP) Annual Convention**, Virtual Session.

**Pillemer, J.** (August, 2020). Psychological pain in positive organizational relationships. Presenter in Symposium at the **Academy of Management (AOM) Annual Meeting**, Virtual Session.

**Pillemer, J.** (August, 2019). The complexity of being me: Understanding the perks and perils of authenticity in professional first impressions. Presenter in Symposium at the **Academy of Management (AOM) Annual Meeting**, Boston, MA.

Dobson, K. & **Pillemer, J.** (August, 2018). Authenticity and social connections at work. Co-organizer of OB Division *Showcase Symposium* at the **Academy of Management (AOM) Annual Meeting**, Chicago, IL.

Fisher, C.M., **Pillemer, J.** & Amabile, T. (August, 2018). What happens next? The temporal dynamics and long-term consequences of prosocial behavior. Presenter in Symposium at the **Academy of Management (AOM) Annual Meeting**, Chicago, IL.

**Pillemer, J.** (March, 2018). The art of seeming like your true self: Content and consequences of signaling authenticity in high self-enhancement contexts. Presented at **Identity Research Working Conference** at INSEAD.

**Pillemer, J.** & Rothbard, N. (August, 2017). Navigating close relationships at work: Challenges of connecting in a boundaryless world. Organizer of OB Division *Showcase Symposium* at the **Academy of Management (AOM) Annual Meeting**, Atlanta, GA.

**Pillemer, J.** (December, 2017) When good enough is better than best: Maximizing versus satisficing and employees' objective and subjective success. Paper presented at **INSEAD-Wharton consortium**, Singapore.

Fisher, C.M., **Pillemer, J.**, & Amabile, T.M. (August, 2016). How helping happens: Rhythms of help in creative projects. Paper presented at the **Academy of Management (AOM) Annual Meeting**, Anaheim, CA.

**Pillemer, J** & Rothbard, N. (June, 2016). Friends without benefits: The dark side of workplace friendships. Paper presented at the **Positive Relationships at Work Annual Meeting**, Ithaca, NY.

Carton, A., Tussing, D. & **Pillemer, J.** (August, 2015). The quandary of multiple meanings. Paper presented at the **Academy of Management (AOM) Annual Meeting**, Vancouver, Canada.

Fisher, C. M., Amabile, T. M., & **Pillemer, J.** (August, 2010). Giving and seeking help in creative teams: A field-study at a design firm. Paper presented at the **Academy of Management (AOM) Annual Meeting**, Montreal, Canada.

## **TEACHING**

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**STERN SCHOOL OF BUSINESS, NEW YORK UNIVERSITY** 2019 - present  
Management and Organizations (undergraduate core course)

- Spring 2024 Instructor Rating (reduced load for 4<sup>th</sup> year and COVID release): **5.0/5.0**
- Spring 2023 Instructor Ratings: **5.0/5.0**, **5.0/5.0**, and **5.0/5.0**
- Spring 2022 Instructor Ratings: **5.0/5.0**, **5.0/5.0**, and **5.0/5.0**
- Spring 2021 Instructor Ratings (virtual due to COVID-19): **5.0/5.0**, **4.9/5.0**, and **4.8/5.0**
- Spring 2020 Instructor Ratings (half virtual due to COVID-19): **5.0/5.0** and **4.8/5.0**

**THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA**  
Introduction to Management (undergraduate course) TA and Instructor of two recitation sections 2016

## **AWARDS AND GRANTS**

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Outstanding Reviewer Award, Organization Science (2023)  
Award for Outstanding Published Article in Positive Organizational Scholarship - Honorable Mention, Center for Positive Organizations at University of Michigan (2019)  
Litton Industries Fellowship – \$6,000 (2018)  
Wharton-INSEAD Alliance Research Grant - \$14,500 (2018)  
Wharton Center for Human Resources Research Grant - \$8,500 (2018)  
Robert Katz Emotions and Organization Research Grant - \$4,000 (2018)  
Wharton Center for Leadership and Change Management Research Grant, \$10,000 (2017)  
Outstanding Reviewer Award, Academy of Management Annual Conference, OB division (2017)  
Wharton Center for Leadership and Change Management Research Grant, \$5,000 (2015)

## **SERVICE AND MEMBERSHIPS**

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**NYU STERN FUTURE OF WORK AND ORGANIZATIONS INITIATIVE** 2023 – present  
Executive Committee Member and Co-organizer of Annual Research Workshop

**STERN UNDERGRADUATE MANAGEMENT AND ORGANIZATIONS** 2021 - present  
Course Coordinator

**EDITORIAL BOARD MEMBER** 2021 - present  
Academy of Management Review  
Organization Science  
- *Winner of Outstanding Reviewer Award (2023)*

**AD HOC REVIEWER** 2018 - present

Academy of Management Discoveries  
Academy of Management Journal  
Academy of Management Review  
Administrative Science Quarterly  
American Journal of Sociology  
Journal of Experimental Social Psychology  
Journal of Personality and Social Psychology  
Organizational Behavior and Human Decision Processes  
Personnel Psychology

**ACADEMY OF MANAGEMENT** 2013 - present

**IDEAS LAB (WHARTON)** 2017 - 2019  
Co-founder and Lab Manager (Identity, Diversity, Engagement, Affect, and Social Relationships)

**IMPACT LAB (WHARTON)** 2013- 2019  
PhD Mentor in Professor Adam Grant's research lab

## **WORK EXPERIENCE**

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**CENTER FOR CREATIVE LEADERSHIP** September 2012 - May 2013  
*Research Analyst*, Colorado Springs, CO

**HARVARD BUSINESS SCHOOL** July 2009 - August 2012  
*Research Associate* to Professors Teresa Amabile and Michael Wheeler

**FULLBRIDGE PROGRAM** December 2011 - August 2012  
*Program Development Associate*