

# Julianna Pillemer

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New York, NY 10012

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## ACADEMIC APPOINTMENTS

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

July 2019 - Present

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## EDUCATION

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

May 2019

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

May 2009

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## PEER-REVIEWED PUBLICATIONS

Schinoff, B., **Pillemer, J.**, Rogers, K., & Petriglieri, J. (In press). Blurring Boundaries in Coworker Relationships: How a Nonwork Setting Becomes a Relational Holding Environment. *Organization Science*.

Fisher, C.M., **Pillemer, J.**, & Amabile, T.M. (2024). When the thought doesn't count: The dynamics of unhelpful help in creative organizations. *Academy of Management Discoveries*.

**Pillemer, J.** (2024). Strategic authenticity: Signaling authenticity without undermining professional image in workplace interactions. *Organization Science*, 35(5), 1641-1659.

- Covered in Time Magazine

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

**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

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

Barsade, S., & Coutfaris, C. & **Pillemer, J.** (2018). Emotional contagion in organizational life. *Research in Organizational Behavior*, 38, 137-151.

**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.

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] (3<sup>rd</sup> Revise and resubmit at *Administrative Science Quarterly*).

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

## **SELECTED WORKS IN PROGRESS**

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1. **Pillemer, J.**, Park, Y, & Hardin, A. [Networking mindsets].
2. **Pillemer, J.** & Harrison, S. [The experience and creative aftermath of going viral]
3. **Pillemer, J** & Bailey, E. [AI use and authenticity]
4. **Pillemer, J.** & Anthony, C. [Algorithmic management and quantified 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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- Tuck School of Business, Dartmouth College – Organizational Behavior Group (2025)
- Carroll School of Management, Boston College – Work, Identity and Meaning Group (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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### ***Internal service***

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

**STERN UNDERGRADUATE INTRO MGMT AND ORGS COURSE** 2021 - present  
Course Coordinator

**M&O DEPT PHD COMMITTEE**

Co-lead OB student admissions and lead OB major comprehensive exams (3 years)

2022 - present

**NYU PhD STUDENT ADVISING**Julia Coff (2<sup>nd</sup> year paper chair)

Olivia Foster-Gimbel (co-author)

Yejin Park (co-author, dissertation committee member)

2020 - present

**STERN HONORS PROGRAM**

Selected as speaker to Stern Honors Program (3 years)

2022 - present

***External service*****EDITORIAL BOARD MEMBER**

Academy of Management Review

Organization Science

- *Winner of Outstanding Reviewer Award (2023)*

2021 - present

**AD HOC REVIEWER**

Academy of Management Discoveries

Academy of Management Journal

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

2018 - present

**ACADEMY OF MANAGEMENT**

2013 - present

***Service during PhD program*****IDEAS LAB (WHARTON)**

Co-founder and Lab Manager (Identity, Diversity, Engagement, Affect, and Social Relationships)

2017 - 2019

**IMPACT LAB (WHARTON)**

PhD Mentor in Professor Adam Grant's research lab

2013- 2019

**PRE-PhD WORK EXPERIENCE****CENTER FOR CREATIVE LEADERSHIP***Research Analyst*, Colorado Springs, CO

September 2012 - May 2013

**HARVARD BUSINESS SCHOOL***Research Associate* to Professors Teresa Amabile and Michael Wheeler

July 2009 - August 2012

**FULLBRIDGE PROGRAM***Program Development Associate*

December 2011 - August 2012