

Jackson G. Lu

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Academic Positions

Massachusetts Institute of Technology, Sloan School of Management

<i>Sloan School Career Development Associate Professor</i>	2022 - Present
Associate Professor (tenured in 2023), Work and Organization Studies	2022 - Present
<i>Mitsui Career Development Assistant Professor</i>	2019 - 2022
Assistant Professor, Work and Organization Studies	2018 - 2022

Editor Positions

Associate Editor, <i>Journal of Personality and Social Psychology</i>	2024 -
Senior Editor, <i>Organization Science</i>	2023 - Present
Guest Editor, <i>RSF: The Russell Sage Foundation Journal of the Social Sciences</i>	2023 - Present
- Special issue on “Asians in America” (co-edited with Jennifer Lee , Kimberly Goyette , Xi Song , & Yu Xie)	
Senior Editor, <i>Management and Organization Review</i>	2021 - Present
- A leading journal on China and other transforming economies (9% acceptance rate)	
- Best Senior Editor Award (2022, 2023)	

Education

Columbia University, Columbia Business School

Ph.D. in Management (Organizational Behavior)	2018
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Williams College

B.A. in Japanese, Mathematics, Psychology (<i>summa cum laude</i> , <i>Phi Beta Kappa</i>)	2013
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Waseda University, School of International Liberal Studies

Semester abroad	Fall 2010
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Research Interests

Primary interests: Culture & Diversity, Multicultural Experiences, Bamboo Ceiling

Secondary interests: Creativity, Ethics

Publications by Topic (* equal authorship; † student or postdoc when project started)

1. **Lu, J.G.** (forthcoming). A creativity stereotype perspective on the Bamboo Ceiling: Low perceived creativity explains the underrepresentation of East Asian leaders in the United States. *Journal of Applied Psychology*
{Bamboo Ceiling}{culture}{creativity}
2. **Lu, J.G.** (2023). Asians don't ask? Relational concerns, negotiation propensity, and starting salaries. *Journal of Applied Psychology*
- Best Conference Paper Award, *International Association for Conflict Management*

{Bamboo Ceiling}{culture}

3. **Lu, J.G.**, Nisbett, R.E., & Morris, M.W. (2022). The surprising underperformance of East Asians in US law and business schools: The liability of low assertiveness and the ameliorative potential of online classrooms. *Proceedings of the National Academy of Sciences*
 - Best Paper in Graduate Management Education, MED Division, *Academy of Management*
 - Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management*{Bamboo Ceiling}{culture}

4. **Lu, J.G.** (2022). A social network perspective on the Bamboo Ceiling: Ethnic homophily explains why East Asians but not South Asians are underrepresented in leadership in multiethnic environments. *Journal of Personality and Social Psychology*
 - Feature article in *JPS*'s Innovations in Social Psychology section
 - Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management*
 - Finalist, The Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition, MOC Division, *Academy of Management*{Bamboo Ceiling}{culture}

5. **Lu, J.G.**, Nisbett, R.E., & Morris, M.W. (2020). The Bamboo Ceiling: Why East Asians but not South Asians are underrepresented in leadership positions in the United States. *Proceedings of the National Academy of Sciences*
 - Finalist, Responsible Research in Management Award, selected by AOM Fellows
 - Feature article in *Observer*, Association for Psychological Science{Bamboo Ceiling}{culture}

6. **Lu, J.G.** (2023). Cultural differences in humor: A systematic review and critique. *Current Opinion in Psychology* [invited contribution]

{culture}

7. **Lu, J.G.**, Benet-Martínez, V., & Wang, L.C.[†] (2023). A socioecological-genetic framework of culture and personality: Their roots, trends, and interplay. *Annual Review of Psychology*

{culture}

8. **Lu, J.G.** (2023). Two large-scale global studies on COVID-19 vaccine hesitancy over time: Culture, uncertainty avoidance, and vaccine side-effect concerns. *Journal of Personality and Social Psychology*
 - Feature article in *Editor's Choice*{culture}

9. **Lu, J.G.***, Song, L.L.*[†], Zheng, Y., & Wang, L.C.[†] (2022). Masks as a moral symbol: Masks reduce wearers' deviant behavior in China during COVID-19. *Proceedings of the National Academy of Sciences*
 - Feature article in *Science*{culture}{ethics}

10. Bago, B., Kovacs, M., Protzko, J., Nagy, T., Kekecs, Z., ..., **Lu, J.G.**, ... Aczel, B. (2022). Situational factors shape moral judgments in the trolley dilemma in Eastern, Southern, and Western countries in a culturally diverse sample. *Nature Human Behaviour*

{culture}{ethics}

11. Savani, K., Morris, M.W., Fincher, K.*, **Lu, J.G.***, & Kaufman, S.B. (2022). Experiential learning of cultural norms: The role of implicit and explicit aptitudes. *Journal of Personality and Social Psychology* {culture}
12. Legate, N., Ngyuen, T., Weinstein, N., Moller, A., Legault, L., ..., **Lu, J.G.**, ... Primbs, M.A. (2022). A global experiment on motivating social distancing during the COVID-19 pandemic. *Proceedings of the National Academy of Sciences* {culture}
13. **Lu, J.G.**, Jin, P.[†], & English, A.S.[†] (2021). Collectivism predicts mask use during COVID-19. *Proceedings of the National Academy of Sciences* {culture}
14. Jones, B.C., DeBruine, L.M., Flake, J.K., Liuzza, M.T., Antfolk, J., ..., **Lu, J.G.**, ... Coles, N.A. (2021). To which world regions does the valence-dominance model of social perception apply? *Nature Human Behaviour* {culture}
15. **Lu, J.G.**, Liu, X.L.[†], Liao, H., & Wang, L. (2020). Disentangling stereotypes from social reality: Astrological stereotypes and discrimination in China. *Journal of Personality and Social Psychology*
 - Gordon Allport Intergroup Relations Prize for “the best paper of the year on intergroup relations,” *Society for the Psychological Study of Social Issues* {culture}
16. **Lu, J.G.**, Swaab, R.I., & Galinsky, A.D. (2022). Global leaders for global teams: Leaders with multicultural experiences communicate and lead more effectively, especially in multinational teams. *Organization Science*
 - Alvah H. Chapman Jr. Outstanding Dissertation Award, *Academy of Management*
 - Chazen Institute for Global Business Research Award
 - Deming Doctoral Fellowship {multicultural experiences}
17. Maddux, W.W., **Lu, J.G.**, Affinito, S.[†], & Galinsky, A.D. (2021). Multicultural experiences: A systematic review and new theoretical framework. *Academy of Management Annals*
 - Most cited *Academy of Management Annals* paper in 2021
 - Best Paper Award, *Academy of Management Annals*
 - Outstanding Publication Award, *International Association for Conflict Management* {multicultural experiences}
18. Adam, H., Obodaru, O., **Lu, J.G.**, Maddux, W.W., & Galinsky, A.D. (2018). The shortest path to oneself leads around the world: Living abroad increases self-concept clarity. *Organizational Behavior and Human Decision Processes* {multicultural experiences}
19. **Lu, J.G.**, Quoidbach, J., Gino, F., Chakroff, A., Maddux, W.W., & Galinsky, A.D. (2017). The dark side of going abroad: How broad foreign experiences increase immoral behavior. *Journal of Personality and Social Psychology*
 - Conceptual replications by other researchers:

- <https://doi.org/10.1080/13683500.2022.2122784>
- <https://doi.org/10.1080/14790718.2022.2144868>

{multicultural experiences}{ethics}

20. **Lu, J.G.***, Hafenbrack, A.C.*, Eastwick, P.W., Wang, D.J., Maddux, W.W., & Galinsky, A.D. (2017). “Going Out” of the box: Close intercultural friendships and romantic relationships spark creativity, workplace innovation, and entrepreneurship. *Journal of Applied Psychology*
 - Runner-up, SITE Best-Paper Award in Innovation Management
 {multicultural experiences}{creativity}
21. **Lu, J.G.**, Akinola, M., & Mason, M.F. (2017). “Switch On” creativity: Task switching can increase creativity by reducing cognitive fixation. *Organizational Behavior and Human Decision Processes*
 {creativity}
22. Wei, W.* , **Lu, J.G.*** , Galinsky, A.D., Wu, H., Gosling, S.D., Rentfrow, P.J., Yuan, W., Zhang, Q., Guo, Y., Zhang, M., Gui, W., Guo, X.Y., Potter, J., Wang, J., Li, B., Li, X., Han, Y.M., Lv, M., Guo, X.Q., Choe, Y., Lin, W., Yu, K., Bai, Q., Shang, Z., Han, Y., & Wang, L. (2017). Regional ambient temperature is associated with human personality. *Nature Human Behaviour*
 {cultural-ecological psychology}
23. **Lu, J.G.** (2020). Air pollution: A systematic review of its psychological, economic, and social effects. *Current Opinion in Psychology* [invited contribution]
 - Featured as one of the “most cited” papers on *Current Opinion in Psychology*’s homepage
 {cultural-ecological psychology}
24. **Lu, J.G.**, Lee, J.J., Gino, F., & Galinsky, A.D. (2020). Air pollution, state anxiety, and unethical behavior: A meta-analytic review. *Psychological Science*
 {cultural-ecological psychology}{ethics}
25. Gong, S.* , **Lu, J.G.*** , Schaubroeck, J.M., Li, Q., Zhou, Q., & Qian, X. (2020). Polluted psyche: Is the effect of air pollution on unethical behavior more physiological or psychological? *Psychological Science*
 {cultural-ecological psychology}{ethics}
26. **Lu, J.G.**, Lee, J.J., Gino, F., & Galinsky, A.D. (2018). Polluted morality: Air pollution predicts criminal activity and unethical behavior. *Psychological Science*
 - Conceptual replications by other researchers:
 - <https://doi.org/10.1086/707127>
 - <https://doi.org/10.1016/j.jeem.2023.102887>
 - <https://doi.org/10.1108/MEQ-08-2022-0235>
 - <https://doi.org/10.1080/21606544.2019.1630014>
 - <https://doi.org/10.1257/app.20190091>
 - <https://doi.org/10.1016/j.strueco.2021.04.006>
 - <https://doi.org/10.1016/j.obhdp.2017.02.002>
 - <https://doi.org/10.1177/0956797620943835>
 - <https://doi.org/10.1007/s10551-021-04762-y>
 - <https://doi.org/10.3724/SP.J.1041.2020.00909>
 - <https://doi.org/10.1007/s10802-017-0367-5>

○ <https://dx.doi.org/10.2139/ssrn.3978196>

{cultural-ecological psychology}{ethics}

27. Arechar, A.A., Allen, J.[†], Berinsky, A.J., Cole, R., Epstein, Z.[†], ..., **Lu, J.G.**, ... Rand, D. (2023). Understanding and combatting misinformation across 16 countries on six continents. *Nature Human Behaviour*
{culture}{ethics}
28. Pennycook, G., McPhetres, J.[†], Zhang, Y.[†], **Lu, J.G.**, & Rand, D.G. (2020). Fighting COVID-19 misinformation on social media: Experimental evidence for a scalable accuracy-nudge intervention. *Psychological Science*
- Featured as one of the “most read”/“most cited” papers on *Psychological Science*’s homepage
{ethics}
29. Liu, X.L.*[†], **Lu, J.G.***, Zhang, H., & Cai, Y. (2021). Helping the organization but hurting yourself: How employees’ unethical pro-organizational behavior predicts work-to-life conflict. *Organizational Behavior and Human Decision Processes*
{ethics}
30. Hirsh, J.B., **Lu, J.G.**, & Galinsky, A.D. (2018). Moral Utility Theory: Understanding the motivation to behave (un)ethically. *Research in Organizational Behavior*
{ethics}
31. **Lu, J.G.**, Brockner, J., Vardi, Y., & Weitz, E. (2017). The dark side of experiencing job autonomy: Unethical behavior. *Journal of Experimental Social Psychology*
- Part of Best Symposium Award, Organizational Behavior Division, *Academy of Management*
{ethics}
32. Wallen, A.S., Morris, M.W., Devine, B.A., & **Lu, J.G.** (2017). Understanding the MBA gender gap: Women respond to gender norms by reducing public assertiveness but not private effort. *Personality and Social Psychology Bulletin*
{diversity}
33. Akinola, M., Page-Gould, E., Mehta P., & **Lu, J.G.** (2016). Collective hormonal profiles predict group performance. *Proceedings of the National Academy of Sciences*

Book Chapters

34. **Lu, J.G.**, Martin, A.E., Usova, A., & Galinsky, A.D. (2019). Creativity and humor across cultures: Where Aha meets Haha. In S.R. Luria, J. Baer, & J.C. Kaufman (Eds.), *Creativity and humor* (pp. 183–203). San Diego, CA: Academic Press.
{creativity}{culture}
35. **Lu, J.G.**, Zhang, T., Rucker, D.D., & Galinsky, A.D. (2018). On the distinction between unethical and selfish behavior. In K. Gray & J. Graham (Eds.), *Atlas of moral psychology: Mapping good and evil in the mind* (pp. 465–474). New York, NY: Guilford Press.
{ethics}

Practitioner Publications

1. **Lu, J.G.**, Akinola, M., & Mason, M.F. (2019). Switching On Creativity. *Rotman Management*

- ❖ Activando la creatividad. *Harvard Deusto Business Review*. [Lead article in Spanish]
- 2. Adam, H., Obodaru, O., **Lu, J.G.**, Maddux, W.W., & Galinsky, A.D. (2018). How living abroad helps you develop a clearer sense of self. *Harvard Business Review*
- 3. **Lu, J.G.**, Lee, J.J., Gino, F., & Galinsky, A.D. (2018). Darker skies, darker behaviors. *Scientific American*
- 4. **Lu, J.G.** (2017). How deep multicultural experiences inspire creativity. *Tsinghua Business Review* [in Chinese]
- 5. **Lu, J.G.**, Akinola, M., & Mason, M.F. (2017). To be more creative, schedule your breaks. *Harvard Business Review*
 - ❖ Reprinted in *Harvard Business Review OnPoint* (Spring 2019)

R Package

Lu, J.G., Page-Gould, E., & Xu, N.R. (2017). **MicroMacroMultilevel**

This R package is useful because in most micro-macro multilevel modeling—where individual-level explanatory variables are used to predict a group-level outcome variable (e.g., [Akinola, Page-Gould, Mehta, & Lu, 2016](#))—it is *statistically biased* to regress the group-level outcome variable on the *unadjusted* group means of individual-level explanatory variables ([Croon & van Veldhoven, 2007](#)).

Reference manual: <https://cran.r-project.org/web/packages/MicroMacroMultilevel/>

Selected Teaching Experiences

- | | |
|---|----------------|
| Power and Negotiation (MBA), MIT Sloan | 2018 - Present |
| Professional Development Workshop (PDW), Academy of Management Annual Meeting | 2017 |
| ○ <i>Scraping “Big Data” with Your Laptop: A Hands-On Introduction (2 hours)</i> | |
| This interactive PDW demonstrates how to scrape “big data” from the Internet. After providing an overview of the data scraping process (i.e., the automated identification and collection of information from webpages), we will work with PDW attendees through several hands-on exercises. As an introduction to the key programming commands, our first exercise will scrape online PDF documents. After this warm-up, we will work together to develop the techniques for scraping both quantitative and qualitative data (e.g., the weather data of all U.S. ZIP codes). | |

Invited Talks and Panels

2023

University of Pennsylvania, Wharton School
 Duke University, Fuqua School of Business
 Keio University, Department of Policy Management
 Georgia Institute of Technology, Scheller College of Business
 Columbia University, Center on Japanese Economy and Business
 MIT Sloan Visiting Committee
 International Association of Conflict Management, Virtual Seminar Series
 Fudan University, School of Management
 Asian Association of Social Psychology, Distinguished Seminar Series

Research Seminar, International Association for Chinese Management Research
Ascend Midwest Annual Conference (keynote)
Ingredion (keynote)
Beijing Foreign Studies University, International Business School
Chinese Management Scholars Community, Junior Faculty Consortium
Young Scholar Development Seminar, International Association for Chinese Management Research
University of Michigan, Department of Psychology
University of Wisconsin–Madison, School of Business
Google

2022

University of Chicago, Booth School of Business
Ohio State University, Fisher College of Business
Harvard University, Harvard Kennedy School
Hong Kong Baptist University, School of Business
Tsinghua University, School of Economics and Management
International Association for Cross-Cultural Psychology & Chinese Psychological Society (keynote)
Academy of Management: Research and Reality of Asians in Academia, Business, & Society (panelist)
Academy of Management: Conflict Management Division Junior Faculty Consortium (panelist)
Academy of Management: A Research Incubator with NLS Award Winners (panelist)
MIT Sloan Executive Boards
MIT Sloan, Leading the Way: Perspectives on Advancing Equity and Inclusion
London School of Economics and Political Science
Asia School of Business
Educational Testing Service
Modern Health
Boston Consulting Group

2021

Northwestern University, Kellogg School of Management
International Conference on Cultural Psychology, Chinese Psychological Society (keynote)
MIT Sloan, Technological Innovation, Entrepreneurship, & Strategic Management
Hong Kong Polytechnic University, Department of Management & Marketing
Columbia University, Research Seminar in Quantitative Methods in the Social Sciences
University of Toronto, Center of Industrial Relations and Human Resources
University of Exeter, Department of Psychology
MIT Sloan, Institute for Work and Employment Research
Association for Psychological Science, the Psychological Science of Racism: Expert Panel
Chinese University of Hong Kong Business School, Global Business Studies Seminar
Chinese Psychological Society
Society for Personality and Social Psychology
MIT Sloan, China Seminar
University of California, Riverside, Department of Psychology

2020

University of Cambridge, Geographical Psychology Seminar
Chinese Psychological Society
MIT, Explorations in Management Seminar
University of Maryland, Robert H. Smith School of Business

Florida International University, The Leadership Research Colloquium
Society for Personality and Social Psychology
Columbia University, Center on Japanese Economy and Business
Georgetown University, McDonough School of Business
Boston Consulting Group
Google

2019

Harvard University, Harvard Law School, Program on Negotiation Research Lab
MIT, Department of Urban Studies and Planning
University of Illinois at Urbana-Champaign, Gies College of Business
The 11th China-India Insights Conference
Harvard University, Behavioral Insights Group Doctoral Workshop (panelist)
Academy of Management: “Acing the job talk” (panelist)
Boston College, Carroll School of Management
Society for Personality and Social Psychology

2018

Peking University, Guanghua School of Management
Academy of Management: “Halfway there, but now what?” (panelist)
Columbia University, Center on Japanese Economy and Business
Unilever

2017

INSEAD (Fontainebleau)
Harvard University, Harvard Business School
Stanford University, Graduate School of Business
MIT, Sloan School of Management
Cornell University, SC Johnson College of Business
Duke University, Fuqua School of Business
Peking University, Guanghua School of Management
Hong Kong University of Science and Technology, School of Business and Management
Singapore Management University, Lee Kong Chian School of Business
Nanyang Technological University, Nanyang Business School
London Business School
University of Notre Dame, Mendoza College of Business
University of Illinois at Urbana-Champaign, School of Labor and Employment Relations
University of Texas at Austin, McCombs School of Business

Selected Conference Presentations

Lu, J.G. A creativity stereotype perspective on the Bamboo Ceiling: Low perceived creativity explains the underrepresentation of East Asian leaders in the United States.

- Society for Personality and Social Psychology, 2024
- International Association for Chinese Management Research, 2023

Lu, J.G. & Zhao, M.[†] Breaking the Bamboo Ceiling and empowering Asians’ leadership advancement with debate training: A preregistered, 18-month longitudinal field experiment.

- Academy of Management, 2023

- Society for Personality and Social Psychology, 2023
- International Association for Conflict Management, 2023
- International Association for Chinese Management Research, 2023
- Columbia University, CBS-MGMT Research Conference, 2023

Lu, J.G.*, Song, L.L.*†, Zheng, Y., & Wang, L.C.† (2022). Masks as a moral symbol: Masks reduce wearers' deviant behavior in China during COVID-19.

- Society for Personality and Social Psychology, 2023

Lu, J.G. A social network perspective on the Bamboo Ceiling: Ethnic homophily explains why East Asians but not South Asians are underrepresented in leadership in multiethnic environments.

- Society for Personality and Social Psychology, 2022
- Berkeley Haas Culture Conference, 2022
- Academy of Management, 2021
- International Association for Conflict Management, 2021

Lu, J.G. Asians don't ask? Relational concerns, negotiation propensity, and starting salaries.

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

Lu, J.G., Nisbett, R.E., & Morris, M.W. The Bamboo Ceiling in GPA: The surprising underperformance of East Asians (but not South Asians) in US law and business schools.

- Academy of Management, 2022
- International Association for Conflict Management, 2022
- Society for Personality and Social Psychology, 2021

Lu, J.G., Jin, P.†, & English, A.S.† Collectivism predicts mask use during COVID-19.

- Society for Personality and Social Psychology, 2022

Lu, J.G. Cultural diversity stimulates entrepreneurship: Evidence from two large-scale quasi-experiments.

- Academy of Management, 2021
- Berkeley Haas Culture Conference, 2021

Lu, J.G., Liu, X.L.†, Liao, H., & Wang, L. Disentangling stereotypes from social reality: Astrological stereotypes and discrimination in China.

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

Lu, J.G., Nisbett, R.E., & Morris, M.W. The Bamboo Ceiling: Are Asians under-represented in leadership positions in the United States?

- Academy of Management, 2020
- International Association for Conflict Management, 2020

Liu, X.L.†, Zhang, H., & **Lu, J.G.** Paved with good intentions: Self-regulation breakdown after altruistic ethical transgressions.

- Academy of Management, 2020

- Liu, X.L.*[†], **Lu, J.G.***, Zhang, H., & Cai, Y. Helping the organization but hurting yourself: How employees' unethical pro-organizational behavior predicts work-to-life conflict.
- Academy of Management, 2019
 - International Association for Conflict Management, 2019
- Lu, J.G.**, Swaab, R.I., & Galinsky, A.D. Global leaders for global teams: Leaders with multicultural experiences communicate and lead more effectively, especially for multinational teams.
- Academy of Management, 2019
 - International Association for Conflict Management, 2018
- Wang, D.J., **Lu, J.G.**, & Iyengar, S.S. How internal group networks affect consensus about cultural objects: Results from laboratory and field experiments.
- American Sociological Association, 2018
- Lu, J.G.**, Lee, J.J., Gino, F., & Galinsky, A.D. Polluted morality: Air pollution predicts criminal activity and unethical behavior.
- Society for Personality and Social Psychology, 2019
 - International Association for Conflict Management, 2017
- Wei, W.*[†], **Lu, J.G.***, et al. Regional ambient temperature is associated with human personality.
- Society for Personality and Social Psychology, 2018
- Akinola, M., **Lu, J.G.**, Mason, M.F., & Crum, A.J. Incorporating physiology into creativity research and practice: The effects of bodily stress responses on creativity in organizations.
- Academy of Management, 2017
- Lu, J.G.** Passionate employees are less likely to misbehave at work.
- Academy of Management, 2017
- Lu, J.G.**, Brockner, J., Vardi, Y., & Weitz, E. The dark side of experiencing job autonomy: Unethical behavior.
- Academy of Management, 2016
- Lu, J.G.**, Akinola, M., & Mason, M.F. “Switch On” creativity: Task switching can increase creativity by reducing cognitive fixation.
- Academy of Management, 2016
- Lu, J.G.***, Hafenbrack, A.C.*[†], Eastwick, P.W., Wang, D.J., Maddux, W.W., & Galinsky, A.D. “Going Out” of the box: Close intercultural friendships and romantic relationships spark creativity, workplace innovation, and entrepreneurship.
- Academy of Management, 2016
 - Society for Personality and Social Psychology, 2016
- Savani, K., Morris, M.W., Fincher, K.*[†], **Lu, J.G.***, & Kaufman S.B. A novel predictor of intercultural learning: Implicit learning ability.
- Academy of Management, 2016

Wallen, A.S., Morris, M.W., Devine, B.A., & **Lu, J.G.** Understanding the MBA gender gap: Women respond to gender norms by reducing public assertiveness but not private effort.

- Society for Industrial and Organizational Psychology, 2016

Lu, J.G., Galinsky, A.D., & Maddux, W.W. The dark side of going abroad: How broad foreign experiences increase immoral behavior.

- Academy of Management, 2015

Service

Grant and Journal Reviewer

National Science Foundation | *Academy of Management Journal* | *Administrative Science Quarterly* | *Journal of Applied Psychology* | *Journal of Cross-Cultural Psychology* | *Journal of Environmental Psychology* | *Journal of Experimental Psychology: General* | *Journal of Experimental Social Psychology* | *Journal of International Business Studies* | *Journal of Personality and Social Psychology* | *Management Science* | *Organizational Behavior and Human Decision Processes* | *Organization Science* | *Personality and Social Psychology Bulletin* | *Personnel Psychology* | *PLOS One* | *Proceedings of the National Academy of Sciences* | *Psychological Review* | *Psychological Science* | *Social and Personality Psychology Compass* | *Social Forces*

Conference Reviewer

Academy of Management, International Association for Conflict Management, Society for Personality and Social Psychology

Committees

SAGE Early Career Trajectory Award Committee, *Society for Personality and Social Psychology* 2023
Best Conference Paper Award Committee, *International Association for Conflict Management* 2023
Best Paper in Graduate Management Education Committee, MED Division, AOM 2023
Doctoral Consortium, Chinese Management Scholars Community 2023
NLS Rising Star Award Committee, AOM 2022
Best Dissertation-Based Paper Award Committee, OB Division, AOM 2021
Alvah H. Chapman Jr. Outstanding Dissertation Award Committee, AOM 2020
PhD Admissions Committee, Organization Studies, MIT Sloan 2018 - Present

Mentorship

Mentor for Rising Scholars, a research conference for diverse PhD students and postdocs 2023
Diversity, Equity, and Inclusion Junior Faculty Consortium, Academy of Management 2023

Research Assistant Advising

Kyra Rodriguez (ongoing)
Lu Zhang (ongoing)
Laura Wang (PhD program placement: MIT, Sloan School of Management)
Peter Jin (PhD program placement: Duke University, Fuqua School of Business)
Xubo Cao (PhD program placement: Stanford University, Graduate School of Business)
Danya Gao (Google)
Angel Liu (McKinsey)
Eden Liu (BlackRock)
Pammy Pan (Citi)

Knowledge Partner

Ascend

2023 - Present

Asia Society

2017 - 2019

Awards & Honors

Research

- Outstanding Publication Award, *International Association for Conflict Management* 2023
- Feature article in *Editor's Choice, American Psychological Association* (Lu, 2023 *JPSP*) 2023
- Finalist, Best Paper Award, *International Association for Chinese Management Research* 2023
- Best Paper Award, *Academy of Management Annals* 2022
- Best Conference Paper Award, *International Association for Conflict Management* 2022
- Best Paper in Graduate Management Education, MED Division, *Academy of Management* 2022
- Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management* 2022
- Finalist, Kauffman Best Paper Award in Entrepreneurial Cognition, *Academy of Management* 2022
- Gordon Allport Prize, *Society for the Psychological Study of Social Issues* 2021
- Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management* 2021
- Winner, The Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition, MOC Division, *Academy of Management* 2021
- Finalist, The Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition, MOC Division, *Academy of Management* (different paper) 2021
- Finalist, Responsible Research in Management Award, *selected by AOM Fellows* 2021
- Runner-up, Inside the Grant Panel Award, *Society for Personality and Social Psychology* 2021
- Alvah H. Chapman Jr. Outstanding Dissertation Award, Network of Leadership Scholars, *Academy of Management* 2019
- Runner-up, SITE Best-Paper Award in Innovation Management 2017
- AC⁴ Fellowship, *International Association for Conflict Management* 2017
- Chazen Institute for Global Business Research Award 2017
- Diversity Fund Graduate Travel Award, *Society for Personality and Social Psychology* 2016
- Graduate Travel Award, *Society for Personality and Social Psychology* 2016
- Best Symposium Award, OB Division, *Academy of Management* (presenter) 2016

Career

- Louise Kidder Early Career Award, *Society for the Psychological Study of Social Issues* 2023
- Elected Fellow, *Society of Experimental Social Psychology* 2023
- Finalist, Falling Walls Breakthrough of the Year, Social Sciences and Humanities 2023
- New Investigator Award, *Behavioral Science & Policy Association* 2023
- SAGE Early Career Trajectory Award, *Society for Personality and Social Psychology* 2022
- Early Career Award, *International Association for Conflict Management* 2022
- Rising Star Award, *Association for Psychological Science* 2022
- Rising Star Early Career Award, Network of Leadership Scholars, *Academy of Management* 2021
- Finalist, Distinguished Achievement Award for Radar Thinker, *Thinkers50* 2021
- 30 Thinkers to Watch, *Thinkers50 Radar* 2021

Teaching & Services

- Best Senior Editor Award, *Management and Organization Review* 2023
- Best Senior Editor Award, *Management and Organization Review* 2022

Selected Media Coverage

The Atlantic, The Boston Globe, BBC, Business Insider, CBS News, The Chronicle of Higher Education, The Daily Mail, The Economist, The Financial Times, Forbes, The Guardian, Harper's Magazine, Harvard Business Review, The Huffington Post, The Independent, Medium, MSN, National Affairs, National Geographic, NBC News, National Public Radio (NPR), New York Times, New York Magazine, Pacific Standard, The Psychologist, Psychology Today, Quartz, Scientific American, Slate, The Sunday Times, The Telegraph, Time Magazine, The Times of India, U.S. News, USA Today, The Vancouver Sun, Vice, The Washington Post, WIRED, The World Economic Forum, Xinhua News, Yahoo!, El Ciudadano (Chilean), Jijitang (Chinese), Management Insights (Chinese), Sohu (Chinese), Helsingin Sanomat (Finnish), 20 Minuten (German), Die Welt (German), Spektrum der Wissenschaft (German), To Vima (Greek), The Economic Times (Indian), Le Scienze (Italian), Seoul Broadcasting System (Korean), Heute (Swiss), Jornal Económico (Portuguese), La Nación (Spanish), La Vanguardia (Spanish), Наука и жизнь (Russian), газета (Russian)

Computer Languages

- Proficient in R, SPSS, STATA
- Familiar with Face++, Gephi, Linux, Mplus, MySQL, Python, Geographic Information Systems

Human Languages

Fluent in Chinese, English, and Japanese; intermediate in French and Spanish