

Jackson G. Lu

Sloan School of Management, Massachusetts Institute of Technology
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Academic Positions

Massachusetts Institute of Technology, Sloan School of Management

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

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, Phi Beta Kappa</i>)	2013
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Waseda University, School of International Liberal Studies

Semester abroad	Fall 2010
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Awards, Grants, & Honors

- Best Paper Award, *Academy of Management Annals* 2022
- Early Career Award, *International Association for Conflict Management* 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
- Rising Star Award, *Association for Psychological Science* 2022
- Rising Star Award, Network of Leadership Scholars, *Academy of Management* 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
- 30 Thinkers to Watch, *Thinkers50 Radar* 2021
- Runner-up, Inside the Grant Panel Award, *Society for Personality and Social Psychology* 2021
- The 40 Best Business School Professors Under 40, *Poets & Quants* 2019
- Alvah H. Chapman Jr. Outstanding Dissertation Award, Network of Leadership Scholars, *Academy of Management* 2019
- Doctoral Fellow, Center on Japanese Economy and Business, *Columbia University* 2013 - 2018
- Runner-up, SITE Best-Paper Award in Innovation Management (€1,000) 2017
- AC⁴ Fellowship, *International Association for Conflict Management* (\$2,000) 2017
- Chazen Institute for Global Business Research Award (\$5,000) 2017
- Best Symposium Award, OB Division, *Academy of Management* (presenter) 2016
- Deming Doctoral Fellowship, *Columbia University* (\$10,000) 2016

Research Interests

Primary interests: Culture, Bamboo Ceiling, Multicultural Experiences

Secondary interests: Creativity, Ethics

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

1. **Lu, J.G.** (forthcoming). 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}
2. **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*, 119(13), e2118244119.
 - Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management*
 - Best Paper in Graduate Management Education, MED Division, *Academy of Management* {Bamboo Ceiling} {culture}
3. **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*, 122(6), 959–982.
 - 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}
4. **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*, 117(9), 4590–4600.
 - Finalist, Responsible Research in Management Award, selected by AOM Fellows
 - Feature article in *Observer*, Association for Psychological Science {Bamboo Ceiling} {culture}
5. **Lu, J.G.**, Benet-Martínez, V., & Wang, L.C.† (forthcoming). A socioecological-genetic framework of culture and personality: Their roots, trends, and interplay. *Annual Review of Psychology* {culture}
6. **Lu, J.G.** (forthcoming). 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* {culture}
7. 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*, 6, 880–895. {culture} {ethics}
8. 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*, 123(2), 272–291.

{culture}

9. 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*, 119(22), e2111091119.

{culture}

10. **Lu, J.G.**, Jin, P.[†], & English, A.S.[†] (2021). Collectivism predicts mask use during COVID-19. *Proceedings of the National Academy of Sciences*, 118(23), e2021793118.

{culture}

11. 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*, 5(1), 159–169.

{culture}

12. **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*, 119(6), 1359–1379.

{culture}

13. **Lu, J.G.**, Swaab, R.I., & Galinsky, A.D. (forthcoming). 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
- Chazen Institute for Global Business Research Award

{multicultural experiences}

14. 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*, 15(2), 345–376.

- Most cited *Academy of Management Annals* paper in 2021
- Best Paper Award, *Academy of Management Annals*

{multicultural experiences}

15. 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*, 145, 16–29.

{multicultural experiences}

16. **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*, 112(1), 1–16.

{multicultural experiences}{ethics}

17. **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*, 102(7), 1091–1108.

- Runner-up, SITE Best-Paper Award in Innovation Management

{multicultural experiences}{creativity}

18. **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*, 139, 63–75.
{creativity}
19. 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*, 1, 890–895.
{cultural-ecological psychology}
20. **Lu, J.G.** (2020). Air pollution: A systematic review of its psychological, economic, and social effects. *Current Opinion in Psychology*, 32, 52–65.
{cultural-ecological psychology}
21. 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*, 31(8), 1040–1047.
{cultural-ecological psychology}{ethics}
22. **Lu, J.G.**, Lee, J.J., Gino, F., & Galinsky, A.D. (2018). Polluted morality: Air pollution predicts criminal activity and unethical behavior. *Psychological Science*, 29(3), 340–355.
{cultural-ecological psychology}{ethics}
23. 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*, 167, 88–100.
{ethics}
24. 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*, 31(7), 770–780.
- Featured as one of the “most read”/“most cited” papers on *Psychological Science*’s homepage
{ethics}
25. Hirsh, J.B., **Lu, J.G.**, & Galinsky, A.D. (2018). Moral Utility Theory: Understanding the motivation to behave (un)ethically. *Research in Organizational Behavior*, 38, 43–59.
{ethics}
26. **Lu, J.G.**, Brockner, J., Vardi, Y., & Weitz, E. (2017). The dark side of experiencing job autonomy: Unethical behavior. *Journal of Experimental Social Psychology*, 73, 222–234.
- Part of Best Symposium Award, Organizational Behavior Division, *Academy of Management*
{ethics}
27. 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*, 43(8), 1150–1170.
{diversity}

28. Akinola, M., Page-Gould, E., Mehta P., & **Lu, J.G.** (2016). Collective hormonal profiles predict group performance. *Proceedings of the National Academy of Sciences*, 113(35), 9774–9779. {diversity}

Book Chapters

1. **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}
2. **Lu, J.G.**, Martin, A., 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}

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)

Selected Teaching Experiences

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|---|----------------|
| Power and Negotiation (MBA), MIT Sloan | 2018 - Present |
| Professional Development Workshop (PDW), Academy of Management Annual Meeting 2017 | |
| ○ Scraping “Big Data” with Your Laptop: A Hands-On Introduction (2 hours) | |
| 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). | |

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/>

Invited Talks and Panels

2022

University of Chicago, Booth School of Business (scheduled)

Harvard Kennedy School (scheduled)

Columbia University, Center on Japanese Economy and Business (scheduled)

Keio University (scheduled)

International Association for Cross-Cultural Psychology & Chinese Psychological Society (keynote)

Academy of Management: Research and Realities 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

Educational Testing Service

MIT Sloan, Leading the Way: Perspectives on Advancing Equity and Inclusion

London School of Economics and Political Science

Asia School of Business

2021

Northwestern University, Kellogg School of Management

International Conference on Cultural Psychology, Chinese Psychological Society (keynote)

MIT Sloan, Technological Innovation, Entrepreneurship, & Strategic Management

The 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

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

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

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

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

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

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.

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

- International Association for Conflict Management, 2022

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
- International Association for Conflict Management, 2019
- Academy of 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

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., Quoidbach, J., Gino, F., Chakroff, A., Maddux, W.W., & Galinsky, A.D. The dark side of going abroad: How broad foreign experiences increase immoral behavior.

- Academy of Management, 2015

Service

Ad Hoc Reviewer

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, Organizational Behavior and Human Decision Processes, Organization Science, Personality and Social Psychology Bulletin, PLOS One, Proceedings of the National Academy of Sciences, Psychological Review, Psychological Science, Social and Personality Psychology Compass, Social Forces

Committees

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

PhD Student Advising

Laura Wang (ongoing)

Heather Yang (dissertation committee – Placement: Bocconi University, Italy)

Matthew Cashman (General Examinations committee)

Research Assistant Advising

Kyra Rodriguez (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)

PhD Representative, Management Department, Columbia Business School

2016 - 2017

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