Jackson G. Lu

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Academic Positions

Massachusetts Institute of Technology, Sloan School of Management

Professor, Work and Organization Studies	2026 -
General Motors Professorship of Management	2025 -
Associate Professor, Work and Organization Studies	2022 - 2026
Sloan School Career Development Professorship	2022 - 2025
Mitsui Career Development Professorship	2019 - 2022
Assistant Professor, Work and Organization Studies	2018 - 2022
Faculty Director, MIT Leadership Center	2027 -
Faculty Member, MIT Sloan Health Systems Initiative	2026 -
Faculty Representative, Organization Studies PhD Program	2025 -
Faculty Affiliate, Institute for Work and Employment Research	2024 -
Faculty Member, MIT Center for Collective Intelligence	2024 -
Faculty Member, MIT Behavioral Research Lab	2018 -

Editorial Positions

Associate Editor, ***Journal of Personality and Social Psychology*** 2024 -

Senior Editor, ***Organization Science*** 2023 -

Issue Editor, ***RSF: The Russell Sage Foundation Journal of the Social Sciences*** 2023 - 2026
- "Asians in America" (co-edited with Jennifer Lee, Kimberly Goyette, Xi Song, & Yu Xie)

Senior Editor, ***Management and Organization Review*** 2021 - 2025
- A leading journal on China and global comparative contexts
- Best Senior Editor Award (2022, 2023, 2024)

Editorial Board, ***Journal of International Business Studies*** 2026 -
Editorial Board, ***Strategic Entrepreneurship Journal*** 2026 -
Editorial Board, ***Psychological Science*** 2024 -
Editorial Board, ***Personnel Psychology*** 2023 - 2025

Education

Columbia University, Columbia Business School
Ph.D. in Management (Organizational Behavior) 2018

Williams College
B.A. in Japanese, Mathematics, Psychology *(summa cum laude, Phi Beta Kappa)* 2013

Waseda University, School of International Liberal Studies
Semester abroad Fall 2010

Research Interests

- Culture & Diversity, Multicultural Experiences, Bamboo Ceiling, Leadership
- Artificial Intelligence, Creativity, Ethics

Publications on AI (* equal authorship; † student or postdoc when project started)

1. **Lu, J.G.,** Zhao, G.G.†, & Zheng, A.M.† (forthcoming). Generative AI use in entrepreneurship: An integrative review and the Empowerment–Entrapment Framework. ***Strategic Entrepreneurship Journal*** [invited contribution, peer reviewed]

   {AI}{creativity}

2. **Lu, J.G.***, Song, L.L.*†, & Zhang, L.D.*† (2025). Cultural tendencies in generative AI. ***Nature Human Behaviour***
   - Finalist, The Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition, MOC Division, *Academy of Management*
   - Outstanding Paper Award, *CMIC*
   - Features articles (a) and (b) in *Harvard Business Review*

   {AI}{culture}{diversity & inclusion}

3. Sun, S.*, Li, Z.A.*†, Foo, M.D., Zhou, J., & **Lu, J.G.** [co-corresponding author] (2025). How and for whom using generative AI affects creativity: A field experiment. ***Journal of Applied Psychology***
   - Runner-up, EBS Best Paper Award
   - Editor's Choice Article
   - Feature article in *Harvard Business Review*

   {AI}{creativity}

4. Qin, X., Zhou, X.†, Chen, C., Wu, D., Zhou, H.†, Dong, X.†, Cao, L.†, & **Lu, J.G.** [corresponding author] (2025). AI aversion or appreciation? A capability–personalization framework and a meta-analytic review. ***Psychological Bulletin***
   - Interdisciplinary Best Paper Award, *International Society for the Science of Existential Psychology*

   {AI}

Publications on the Bamboo Ceiling (* equal authorship; † student or postdoc when project started)

5. **Lu, J.G.***, Li, Q.*, Liang, S.†, Mu, W.†, & Gong, S. (forthcoming). The Bamboo Ceiling in the UK: Ethnicity–gender intersectionality, risk tolerance, and leadership attainment. ***Personnel Psychology***

   {culture}{diversity & inclusion}

6. **Lu, J.G.**, Zhao, M.,† Liao, H., & Zhang, L.D.† (2025). Breaking ceilings: Debate training promotes leadership emergence by increasing assertiveness. ***Journal of Applied Psychology***
   - Credible Management Research Award, *Consortium for the Advancement of Research Methods & Analysis*
   - Best Paper in Management Education and Development, *Academy of Management*
   - Runner-up, Best Published Paper Award, Careers Division, *Academy of Management*
   - Runner-up, SPSP Inside the Grant Panel Award
   - Best Paper Proceedings, *Academy of Management*
   - Feature article in *Harvard Business Review*

   {culture}{diversity & inclusion}

7. **Lu, J.G.** (2024). "Asian" is a problematic category in research and practice: Insights from the Bamboo Ceiling. ***Current Directions in Psychological Science*** [invited contribution, peer reviewed]

{culture}{diversity & inclusion}

8. **Lu, J.G.** (2024). 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***
   - Feature article in *Harvard Business Review*

{culture}{diversity & inclusion}{creativity}

9. **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*
   - Runner-up, Best Published Paper Award, Careers Division, *Academy of Management*

{culture}{diversity & inclusion}

10. **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, *Academy of Management*
    - Best Paper Proceedings, *Academy of Management*
    - Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management*

{culture}{diversity & inclusion}

11. **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 *JPSP*'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, Managerial and Organizational Cognition Division, *Academy of Management*

{culture}{diversity & inclusion}

12. **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

{culture}{diversity & inclusion}

Publications on Other Topics (* equal authorship; † student or postdoc when project started)

13. Lin, Y.†, **Lu, J.G.**, & Gelfand, M.J. (2026). The social-class gap in negotiation: Lower-class individuals negotiate less and face more backlash. ***Proceedings of the National Academy of Sciences***
    - Feature article in *Harvard Business Review*

{culture}{diversity & inclusion}

14. Aczel, B.*, Szaszi, B.*, Clelland, H.T., Kovacs, M., ..., **Lu, J.G.,** ... Nosek, B.A. (2026). Investigating the analytical robustness of the social and behavioural sciences. ***Nature***

{global}

15. Buchanan, E.M., Cuccolo, K., Heyman, T., van Berkel, N., ..., **Lu, J.G.**, ... Lewis, S.C. (2026). Measuring the semantic priming effect across many languages. ***Nature Human Behaviour***

{culture}{global}

16. Eastwick, P.W., Sparks, J., Finkel, E.J., Meza, E.M., ..., **Lu, J.G.**, ... Coles, N.A. (2025). A worldwide test of the predictive validity of ideal partner preference matching. ***Journal of Personality and Social Psychology***
    - Cross-Cultural Best Paper Award, *International Society for the Science of Existential Psychology*

{culture}{global}

17. Kowal, M., Sorokowski, P., Gjoneska, B., Pisanski, K., ..., **Lu, J.G.**, ... Prazeres, F. (2025). Cross-cultural data on romantic love and mate preferences from 117,293 participants across 175 countries. ***Scientific Data***

{culture}{global}

18. Lin, Y.W., Yang, S., Han, W., & **Lu, J.G.** [corresponding author] (2024). The Black Lives Matter movement mitigates bias against racial minority actors. ***Proceedings of the National Academy of Sciences***

{culture}{diversity & inclusion}

19. Vlasceanu, M., Doell, K.C., Bak-Coleman, J.B., Todorova, B., ..., **Lu, J.G.**, ... Van Bavel, J.J. (2024). Addressing climate change with behavioral science: A global intervention tournament in 63 countries. ***Science Advances***
    - Cialdini Prize "for a single outstanding contribution that recognizes the author(s) of a publication that uses field methods and demonstrates relevance to outside groups," *Society for Personality and Social Psychology*
    - Publication Award for Innovation in Behavioral Policy, *Behavioral Science & Policy Association*
    - Cross-Cultural Best Paper Award, *International Society for the Science of Existential Psychology*

{global}

20. Doell, K.C., Todorova, B., Vlasceanu, M., Bak Coleman, J.B., ..., **Lu, J.G.**, ... Van Bavel, J.J. (2024). The International Climate Psychology Collaboration: Climate change-related data collected from 63 countries. ***Scientific Data***

{global}

21. Scharbert, J.†, Humberg, S.†, Kroencke, L.†, Reiter, T.†, ..., **Lu, J.G.**, ... Back, M.D. (2024). Psychological well-being in Europe after the outbreak of war in Ukraine. ***Nature Communications***
    - Top 25 Social Science & Human Behavior Articles of 2024, *Nature Communications*
    - International Best Paper Award, *International Society for the Science of Existential Psychology*

{global}

22. **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***
    - Wegner Theoretical Innovation Prize "for a single outstanding contribution that recognizes the author of an article or book chapter judged to provide the most innovative theoretical contribution to personality and social psychology within a given year," *Society for Personality and Social Psychology*

    {cultural-ecological psychology}{culture}

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

    {culture}

24. **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***
    - Editor's Choice Article

    {culture}{global}

25. Arechar, A.A., Allen, J.†, Berinsky, A.J., Cole, R., ..., **Lu, J.G.**, ... Rand, D. (2023). Understanding and combatting misinformation across 16 countries on six continents. ***Nature Human Behaviour***
    - Publication Award for Innovation in Behavioral Policy, *Behavioral Science & Policy Association*

    {culture}{ethics}

26. **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}

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

    {culture}{ethics}{global}

28. **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*
    - Deming Doctoral Fellowship
    - Research Award, *Chazen Institute for Global Business*
    - Outstanding Publication Award, *International Association for Conflict Management*
    - Winner, Responsible Research in Management Award, selected by AOM Fellows

    {multicultural experiences}{diversity & inclusion}

29. 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}

30. Legate, N., Nguyen, T., Weinstein, N., Moller, A., ..., **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***

{global}

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

{culture}{global}

32. Jones, B.C., DeBruine, L.M., Flake, J.K., Liuzza, M.T., ..., **Lu, J.G.**, ... Coles, N.A. (2021). To which world regions does the valence–dominance model of social perception apply? ***Nature Human Behaviour***

{culture}{global}

33. 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 Article Award, *Academy of Management Annals*
    - Outstanding Publication Award, *International Association for Conflict Management*

{multicultural experiences}{diversity & inclusion}

34. 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}

35. **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*, *American Psychological Association*

{culture}

36. **Lu, J.G.** (2020). Air pollution: A systematic review of its psychological, economic, and social effects. ***Current Opinion in Psychology*** [invited contribution, peer reviewed]
    - Featured as one of the "most cited" papers on the journal's homepage

{cultural-ecological psychology}

37. **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}

38. 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}

39. **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://doi.org/10.1057/s41599-024-03186-z

{cultural-ecological psychology}{ethics}

40. 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 the journal's homepage

{ethics}

41. Hirsh, J.B., **Lu, J.G.**, & Galinsky, A.D. (2018). Moral Utility Theory: Understanding the motivation to behave (un)ethically. ***Research in Organizational Behavior*** [invited contribution]

{ethics}

42. 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***
    - Feature article in *Harvard Business Review*

{multicultural experiences}{diversity & inclusion}

43. **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
      - https://doi.org/10.1108/IJEBR-01-2023-0090

{multicultural experiences}{diversity & inclusion}{ethics}

44. **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
    - Best Paper Proceedings, *Academy of Management*

{multicultural experiences}{diversity & inclusion}{creativity}

45. **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***

- Feature article in *Harvard Business Review*
- Feature article in *Harvard Deusto Business Review* (in Spanish)

{creativity}

46. 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}

47. **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}

48. 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 & inclusion}

49. 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

50. **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}{diversity & inclusion}{culture}

51. **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 (* equal authorship; † student or postdoc when project started)

1. **Lu, J.G.**, Lin, Y., & Gelfand, M.J. (2026). Employees from lower-class backgrounds negotiate less—and face more backlash. ***Harvard Business Review***

2. **Lu, J.G.**, Sun, S., Li, Z.A., Foo, M.D., & Zhou, J. (2026). Why AI boosts creativity for some employees but not others. ***Harvard Business Review***

3. **Lu, J.G.*** & Zhang, L.D.*† (2025). LLMs respond differently in English and Chinese. ***Harvard Business Review***

4. **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]

5. 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***

6. **Lu, J.G.**, Lee, J.J., Gino, F., & Galinsky, A.D. (2018). Darker skies, darker behaviors. ***Scientific American***

7. **Lu, J.G.** (2017). How deep multicultural experiences inspire creativity. ***Tsinghua Business Review*** [in Chinese]

8. **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

MIT Sloan School of Management:

15.665 Power and Negotiation (MBA)	2018 - Present
15.002 Leadership Challenges for an Inclusive World (MBA)	2023, 2025
15.341 Individuals, Groups, and Organizations (PhD, Guest Lecturer)	2022, 2023
15.S03 Leading the Way: Perspectives on Advancing Equity & Inclusion (MBA, Guest Lecturer)	2022
How to Negotiate Scientifically (Global Programs)	2021 - Present
Leading the AI-Driven Organization (Executive Education)	2025 - Present
Frontiers of Generative AI in Business (Executive Education)	2025 - 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).

Invited Talks and Panels

2025
Princeton University, Department of Psychology
Washington University in St. Louis, Olin School of Business
Organization Science workshop (panelist)
Chinese University of Hong Kong, Business School
Renmin University, Renmin Business School

Peking University, National School of Development
Harvard University, Harvard Business School, Experimental Methods PhD Seminar
MIT, Department of Urban Studies and Planning
Summer Institute for Social and Personality Psychology
Tsinghua University, School of Economics and Management
Peking University, Guanghua School of Management
Beijing Foreign Studies University, International Business School
London Business School
London School of Economics, Department of Management
Technical University of Munich, TUM School of Management
University of Washington, Foster School of Business, PhD Seminar
Duke University, Fuqua School of Business, PhD Seminar
Nova School of Business and Economics
University of Amsterdam, Amsterdam Business School
University of Southern California, Marshall School of Business
University of Colorado Boulder, Leeds School of Business
Academy of Management: Unpacking Asian Employees' Workplace Experience (discussant)
Alcon
Ingredion
Micron Technology
Microsoft

2024
University of Michigan, Ross School of Business
Society for Personality and Social Psychology
Georgia Institute of Technology, Georgia Tech Global Business Forum
University of California, Irvine, Advanced Social Psychology Seminar
Renmin University, Renmin Business School
Peking University, Guanghua School of Management
Beijing Foreign Studies University, International Business School
IESE Business School
Academy of Management: *Organization Science* workshop (panelist)
Academy of Management: OB Division Junior Faculty Workshop (panelist)
Academy of Management: DEI Doctoral Student Consortium (panelist)
Academy of Management: The Future of International Management (panelist)
Alcon
EisnerAmper
Boston Consulting Group

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)
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
ClearView Healthcare Partners
Ingredion
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
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, 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.*, Li, Q.*, Liang, S.†, Mu, W.†, & Gong, S. The Bamboo Ceiling in the UK: Ethnicity–gender intersectionality, risk tolerance, and leadership attainment.

- Academy of Management, 2026
- International Association for Conflict Management, 2026
- Diversity in Management and Organizations Conference, 2026

Lin, Y.†, **Lu, J.G.**, & Gelfand, M.J. The social class gap in negotiation: Lower-class individuals negotiate less and face more backlash.
- Academy of Management, 2025
- International Association for Conflict Management, 2023

Wang, L.C.†, Curhan, J.R., **Lu, J.G.**, & Kumar, N. Mapping the skills of effective negotiators: Developing and validating the AI-powered negotiation skills assessment.
- International Association for Conflict Management, 2026

Sun, S.*, Li, Z.A.*†, Foo, M.D., Zhou, J., & **Lu, J.G.** [co-corresponding author] How and for whom using generative AI affects creativity: A field experiment.
- Academy of Management, 2026
- The Psychology of Technology Conference, 2025

Lu, J.G.*, Song, L.L.*†, & Zhang, L.D.*† Cultural tendencies in generative AI.
- Academy of Management, 2026
- Diversity in Management and Organizations Conference, 2026
- International Association for Chinese Management Research, 2025
- China Marketing International Conference, 2025

Wang, L.C.†, Curhan, J.R., **Lu, J.G.**, & Kumar, N. The Negotiation Skills Assessment: Developing and validating an AI-powered measure of negotiation proficiency.
- Academy of Management, 2025
- International Association for Conflict Management, 2025

Qin, X., Zhou, X.†, Chen, C., Wu, D., Zhou, H.†, Dong, X.†, Cao, L.†, & **Lu, J.G.** [corresponding author]. AI aversion or appreciation? A capability–personalization framework and a meta-analytic review.
- Academy of Management, 2024
- Society for Personality and Social Psychology, 2024

Lin, Y.W., Yang, S., Han, W., & **Lu, J.G.** The Black Lives Matter movement mitigates bias against racial minority actors.
- Academy of Management, 2024

Lu, J.G., Zhao, M.,† Liao, H., & Zhang, L.D.† Breaking ceilings: Debate training promotes leadership emergence by increasing assertiveness.
- Diversity in Management and Organizations Conference, 2026
- Academy of Management, 2025
- 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. A creativity stereotype perspective on the Bamboo Ceiling: Low perceived creativity explains the underrepresentation of East Asian leaders in the United States.
- Academy of Management, 2024
- Society for Personality and Social Psychology, 2024
- International Association for Chinese Management Research, 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
- Culture Connect 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.
- Academy of Management, 2024
- 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., 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* | *Nature* | *Nature Communications* | *Organization Science* | *Organizational Behavior and Human Decision Processes* | *Personality and Social Psychology Bulletin* | *Personnel Psychology* | *PLOS One* | *Proceedings of the National Academy of Sciences* | *Psychological Review* | *Psychological Science* | *Science* | *Social and Personality Psychology Compass* | *Social Forces*

Conference Reviewer

Academy of International Business, Academy of Management, International Association for Conflict Management, Interdisciplinary Network for Group Research, Society for Personality and Social Psychology, Western Academy of Management

MIT Committees

Advisory Board, Behavioral Research Lab, MIT	2023 - Present
PhD Admissions Committee, Organization Studies, MIT Sloan	2018 - Present
Work and Organization Studies Faculty Search Committee, MIT Sloan	2023, 2025
MBA Program Committee, MIT Sloan	2023 - 2024
Co-organizer, Organization Studies Seminars	2020, 2023, 2024, 2026

Non-MIT Committees

Best Paper Award Committee, Management Education and Development Division, AOM	2026
Outstanding Contribution Award Committee, *Society for Personality and Social Psychology*	2026
Research Grant Committee, *International Society for the Science of Existential Psychology*	2025
Outstanding Contribution Award Committee, *Society for Personality and Social Psychology*	2025
SAGE Early Career Award Committee, *Society for Personality and Social Psychology*	2025
Outstanding Dissertation Award Committee, *International Association for Conflict Management*	2025
RRBM Dare to Care Dissertation Scholarship Committee	2025
Outstanding Paper on Diversity and Cognition Committee, MOC Division, AOM	2025
Best Symposium Award Committee, Management Education and Development Division, AOM	2025
Chair, Early Career Achievement Award Committee, Human Resources Division, AOM	2025
SAGE Early Career Award Committee, *Society for Personality and Social Psychology*	2024
Best Paper Award Committee, Management Education and Development Division, AOM	2024
SAGE Early Career Award Committee, *Society for Personality and Social Psychology*	2023
Best Paper Award Committee, Management Education and Development Division, AOM	2023
Best Conference Paper Award Committee, *International Association for Conflict Management*	2023
Doctoral Consortium, Chinese Management Scholars Community	2023
NLS Rising Star Award Committee, AOM	2022
Best Dissertation-Based Paper Award Committee, Organizational Behavior Division, AOM	2021
Alvah H. Chapman Jr. Outstanding Dissertation Award Committee, AOM	2020

Research Assistant Advising

Anna Manyi Zheng (PhD program placement: MIT, Sloan School of Management)
Jane Minyan Chen (PhD program placement: MIT, Sloan School of Management)
Doris Lu Zhang (PhD program placement: MIT, Sloan School of Management)

Kyra Rodriguez (PhD program placement: UC Berkeley, Haas School of Business)
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)

Knowledge Advisor and Partner

Asian American Foundation 2025 - 2026
Ascend 2023 - 2025
Asia Society 2017 - 2019

Awards & Honors

Research

- Credible Management Research Award, *Consortium for the Advancement of Research Methods & Analysis* 2026
- Runner-up, Best Published Paper Award, Careers Division, *Academy of Management* 2026
- Finalist, The Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition, MOC Division, *Academy of Management* 2026
- Finalist, Best Paper Award in Entrepreneurial Cognition, *Academy of Management* 2026
- Entrepreneurship Research Fund Award, *MIT* 2026
- Shortlisted, Breakthrough of the Year, *Falling Walls* 2026
- Publication Award for Innovation in Behavioral Policy, *Behavioral Science & Policy Assoc.* 2026
- Interdisciplinary Best Paper, *International Society for the Science of Existential Psychology* 2026
- Cross-Cultural Best Paper, *International Society for the Science of Existential Psychology* 2026
- Editor's Choice Article, *Journal of Applied Psychology* 2025
- Runner-up, EBS Best Paper Award 2025
- Best Paper in Management Education and Development, *Academy of Management* 2025
- Finalist, Best Paper with Practical Implications for Organizations, *Academy of Management* 2025
- Best Conference Paper Award, *International Association for Chinese Management Research* 2025
- Outstanding Paper Award, *China Marketing International Conference* 2025
- NTR Research Grant, *Negotiation & Team Resources Institute* 2025
- Research Support Committee Award, *MIT* 2025
- Cialdini Prize, *Society for Personality and Social Psychology* 2025
- Cross-Cultural Best Paper, *International Society for the Science of Existential Psychology* 2025
- International Best Paper, *International Society for the Science of Existential Psychology* 2025
- Wegner Theoretical Innovation Prize, *Society for Personality and Social Psychology* 2024
- Winner, Responsible Research in Management Award, *selected by AOM Fellows* 2024
- Runner-up, Best Published Paper Award, Careers Division, *Academy of Management* 2024
- Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management* 2024
- Outstanding Publication Award, *International Association for Conflict Management* 2024
- Social and Ethical Responsibilities of Computing Seed Grant Award, *MIT* 2024
- Publication Award for Innovation in Behavioral Policy, *Behavioral Science & Policy Assoc.* 2024
- Honorable mention × 2, *Center for Purpose and Performance Prize* 2024
- Winner, Future of Work Global Research Prize, *Center for Leadership in the Future of Work* 2023
- Outstanding Publication Award, *International Association for Conflict Management* 2023
- Editor's Choice Article, *Journal of Personality and Social Psychology* (Lu, 2023) 2023

- Finalist, Conference Theme Best Paper Award, *International Association for Chinese Management Research* 2023
- Finalist, Breakthrough of the Year, *Falling Walls* 2023
- Best Article 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
- AC^4 Fellowship, *International Association for Conflict Management* 2017
- Research Award, *Chazen Institute for Global Business* 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

- Cummings Scholarly Achievement Award, OB Division, *Academy of Management* 2025
- Seiosh Sukemune/Bruce Bain Encouragement of Early Career Research Award, *International Council of Psychologists* 2025
- CSES Emerging Leadership Award, *American Psychological Association* 2025
- Elected Fellow, *Association for Psychological Science* 2025
- Janet Taylor Spence Award for Transformative Early Career Contributions, *Association for Psychological Science* 2024
- Outstanding Early Career Award, *International Society for Self and Identity* 2024
- Honorable mention, Luis Aparicio Prize, *International Labour and Employment Relations Association* 2024
- TUM Research Excellence Award, *The Peter Pribilla Foundation* 2024
- Early Career Achievement Award, Human Resources Division, *Academy of Management* 2024
- Emerging Scholar Award, International Management Division, *Academy of Management* 2024
- Early Career Award, *International Social Cognition Network* 2023
- Louise Kidder Early Career Award, *Society for the Psychological Study of Social Issues* 2023
- Elected Fellow, *Society of Experimental Social Psychology* 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
- Thinker to Watch, *Thinkers50 Radar* 2021

Teaching & Service

- Innovation in Entrepreneurship Pedagogy Award, *Academy of Management* 2026
- Faith + Entrepreneurship Innovation Award (highly commended), *LIFE* 2026
- Action Teaching Grant, *Society for the Psychological Study of Social Issues* 2026
- Best Senior Editor Award, *Management and Organization Review* 2024
- Best Senior Editor Award, *Management and Organization Review* 2023
- Best Senior Editor Award, *Management and Organization Review* 2022
- World's 40 Best Business School Professors Under 40, *Poets&Quants* 2019

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; advanced in Spanish; intermediate in French