

CHIA-JUNG TSAY

University College London
One Canada Square, Level 38
London E14 5AA United Kingdom
c.tsay@ucl.ac.uk

EDUCATION

Harvard University

<i>Harvard Business School</i>	Ph.D. in Organizational Behavior and Psychology (2012)
<i>Graduate School of Arts & Sciences</i>	with a secondary Ph.D. Field in Music
<i>Graduate School of Arts & Sciences</i>	M.A. in Social Psychology (2009)
<i>Graduate School of Arts & Sciences</i>	M.A. in History of Science (2004)
<i>Harvard College</i>	B.A. in Psychology (2004), Phi Beta Kappa <i>magna cum laude</i> with highest honors in psychology

Johns Hopkins University

<i>Peabody Conservatory</i>	M.Mus. in Piano Performance (2006)
	M.Mus. in Piano Pedagogy (2006)

The Juilliard School

	Pre-College Diploma in Piano Performance (2000)
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ACADEMIC APPOINTMENTS

University College London

<i>School of Management</i>		
Associate Professor of Organisational Behaviour		2017–present
Assistant Professor of Organisational Behaviour		2012–2017

University of Pennsylvania

<i>Children's Hospital of Philadelphia</i>		
Visiting Scholar, Non-Traditional Personnel		2017–present
<i>The Wharton School, Management Department</i>		
Visiting Assistant Professor of Management		2014–2015

RESEARCH INTERESTS

Decision Making, Implicit Bias, Performance, Expertise, Communication, Entrepreneurship, Leadership, Policy, Gender, Race, Ethics, Performing Arts, Healthcare, Negotiations

JOURNAL PUBLICATIONS * denotes a student collaborator

Tsay, C. (Forthcoming). In entrepreneurial pitches, stage presence is everything. *Harvard Business Review*.

Tolsá-Caballero, N.* & Tsay, C. (Forthcoming). Blinded by our sight: Understanding the prominence of visual information in competence judgments. *Current Opinion in Psychology*.

Tsay, C. (2021). Visuals dominate investor decisions about entrepreneurial pitches. *Academy of Management Discoveries*.

- Liu, C. & Tsay, C. (2021). The variance of variance in chance models. *Research in the Sociology of Organizations*.
- Southwick, D. *, Tsay, C., & Duckworth, A. (2020). Grit at work. *Research in Organizational Behavior*, 39, 100126.
- Silva, C. & Tsay, C. (2019). Harmful attributions: The role of mind perception. *Journal of Social and Clinical Psychology*, 38(9), 788–809.
- Barak-Corren, N., Tsay, C., Cushman, F., & Bazerman, M. (2018). If you're going to do wrong, at least do it right: The surprising effect of considering two moral dilemmas at the same time. *Management Science*, 64(4), 1528–1540.
- Buell, R., Kim, T. *, & Tsay, C. (2017). Creating reciprocal value through operational transparency. *Management Science*, 63(6), 1673–1695.
- Tsay, C. (2016). Privileging naturals over strivers: The costs of the naturalness bias. *Personality and Social Psychology Bulletin*, 42(1), 40–53.
- Buell, R., Kim, T. *, & Tsay, C. (2014). Cooks make tastier food when they can see their customers. *Harvard Business Review*, 92(11), 800.
- Tsay, C. (2014). The vision heuristic: Judging music ensembles by sight alone. *Organizational Behavior and Human Decision Processes*, 124(1), 24–33.
- Bazerman, M. H., Gino, F., Shu, L. L., & Tsay, C. (2014). The power of the cognition/emotion distinction for morality. *Emotion Review*, 6(1), 87–88.
- Tsay, C. (2013). Sight over sound in the judgment of music performance. *Proceedings of the National Academy of Sciences*, 110(36), 14580–14585.
- Milkman, K., Mazza, M., Shu, L., Tsay, C. & Bazerman, M. (2012). Policy bundling to overcome loss aversion: A method for improving legislative outcomes. *Organizational Behavior and Human Decision Processes*, 117, 158–167.
- Tsay, C. & Banaji, M. (2011). Naturals and strivers: Preferences and beliefs about sources of achievement. *Journal of Experimental Social Psychology*, 47, 460–465.
- Tsay, C., Shu, L., & Bazerman, M. (2011). Naiveté and cynicism in negotiations and other competitive contexts. *The Academy of Management Annals*, 5(1), 495–518.
- Bazerman, M. H., Gino, F., Shu, L. L., & Tsay, C. (2011). Joint evaluation as a real world tool for managing emotional assessment of morality. *Emotion Review*, 3(3), 290–292.
- Tsay, C. & Bazerman, M. (2009). A decision-making perspective to negotiation: A review of the past and a look into the future. *Negotiation Journal*, 25(4), 467–480.

CHAPTERS AND OTHER PUBLICATIONS

- Tsay, C.** (2021, April 12). Unlocking and understanding entrepreneurial pitching. *Angel News*.
- Tsay, C., Barak-Corren, N., Cushman, F., & Bazerman, M.** (2020, April). Moral decision making and its lessons for leaders [Digital article]. *Association of MBAs (AMBA) Magazine*.
- Tsay, C.** (2018, January 29). Professor's picks: Recommendations of useful *FT* articles. *The Financial Times*.
- Tsay, C.** (2016, December 7). How our hidden preference towards natural talent leads to biased hiring [Digital article]. *Association of MBAs (AMBA)*.
- Tsay, C.** (2016, July 7). Our in-built biases mean we'll dismiss the better hire just because someone else seems naturally gifted. *City A.M.*
- Kaufman, S. & **Tsay, C.** (2016). People favor naturals over strivers — even though they say otherwise [Digital article]. *Harvard Business Review*.
- Tsay, C. & Bazerman, M.** (2011). Future directions for negotiations. In B. Goldman & D. Shapiro (Eds.), *The psychology of negotiations in the 21st century workplace: New challenges and new solutions*. New York: Psychology Press/Routledge.
- Shu, L., **Tsay, C., & Bazerman, M.** (2011). Cognitive, affective, and special-interest barriers to policy making. In J. I. Krueger (Ed.), *Frontiers in social psychology: Social judgment and decision making* (pp. 243–259). Philadelphia: Psychology Press.

CONFERENCE PROCEEDINGS *denotes a student collaborator

- Liu, C. & **Tsay, C.** (2021). The variance of variance. In S. Taneja (Ed.), *Best Paper Proceedings of the Eighty-first Annual Meeting of the Academy of Management*.
- Tolsá-Caballero, N.* & **Tsay, C.** (2020). Perceived effort outshines natural talent when sharing expertise. In G. Atinc (Ed.), *Best Paper Proceedings of the Eightieth Annual Meeting of the Academy of Management*.
- Tsay, C.** (2010). Neither vetted nor vouched: Online consumer behavior and reputation systems in high-risk social networks. In M. Meloy & A. Duhachek (Eds.), *Advances in Consumer Psychology* (pp. 230). St. Pete, FL: Society for Consumer Psychology.
- Tsay, C. & Banaji, M.** (2010). She's a natural!: From mere label to actualized consumer preference. In M. Campbell, J. Inman, & R. Pieters (Eds.), *Advances in Consumer Research* (pp. 130–133). Duluth, MN: Association for Consumer Research.

CHAired SYMPOSIA

- Anik, L. & **Tsay, C.** (2010). Symposium Co-Chairs. *Me and you and everyone we know: A story of value creation in social networks*. Society for Consumer Psychology Conference, St. Pete, FL. Other speakers: Jonah Berger, Andrew Stephen.

Tsay, C. & Anik, L. (2009). Symposium Co-Chairs. *Branding challenges and possibilities in the music industry*. Association for Consumer Research North American Conference, Pittsburgh, PA. Other speakers: Vijaykumar Krishnan, James J. Kellaris.

GRANT FUNDING

Cunningham, J., Karl, E., Ashton-Miller., J., Li, P., **Tsay, C.**, Gascho, J., Kovelman, I., Wu, Z., Carr, B. (2020–present). Sole external collaborator. *Predicting human connectivity*. \$700,000, University of Michigan Presidential Funding Ideas Lab.

SELECTED CONFERENCE PRESENTATIONS

The variance of variance. Academy of Management Annual Meeting, 2021.

- Designated as a Best Paper, Organization and Management Theory Division

The variance of variance. Strategic Management Society, 2021.

Demystifying natural talent: People learn more from “strivers” than from “naturals.” Symposium: ASCENDING careers: How people develop others in organizations. Academy of Management Annual Meeting, 2021.

Race and gender in career choices: Can identity be leveraged to increase diversity in underrepresented professions? Academy of Management Annual Meeting, OB Division Rapid Research Plenary on Racial Inequality and Systemic Racism, 2020.

Semantic confusion about “talent” and its consequences. Symposium: The future of employee development: Fostering developmental relationships and addressing barriers. Academy of Management Annual Meeting, 2020.

Perceived effort outshines natural talent when sharing expertise. Academy of Management Annual Meeting, 2020.

- Designated as a Best Paper, Managerial and Organizational Cognition Division

An implicit preference for intuitive decision-makers. Academy of Management Annual Meeting, AOM Cognition in the Rough, 2020.

Presenting charitable options in joint evaluation increases employees’ charitable behavior. Academy of Management Annual Meeting, AOM Cognition in the Rough, 2020.

The variance of variance. Carnegie School of Organizational Learning Conference, 2020.

Naturals and Strivers: Do people prefer the innately gifted as their trainers? Society for Judgment and Decision Making Annual Conference, Montreal, Canada, 2019.

The power of “naturalness” and narratives. Inaugural Mindsets & Organisational Transformation Conference at London Business School. London, UK, 2019.

The vision heuristic and non-conscious biases in judgments of performance. Research conference on the 500 years Reformation Anniversary. Wittenberg, Germany, 2017.

Employee effort in start-ups: Evidence from online experiments. INSEAD Doriot Entrepreneurship Conference. Fontainebleau, France, 2017.

Visual dominance in judgment: Visuals over value propositions in evaluations of entrepreneurial pitches. INSEAD Doriot Entrepreneurship Conference. Fontainebleau, France, 2017.

Employee effort in start-ups: Evidence from an on-line experiment. Wharton People and Organizations Conference. Philadelphia, PA, 2016.

Tackling unethical behaviors in organizations: understanding antecedents and unintended costs (Symposium). Academy of Management Annual Meeting, Anaheim, CA, 2016.

The power of visual information in the judgment of music performance. ISA Science, Reichenau, Austria, 2016.

The dark side of codes of ethics: Hidden costs for employee creativity. International Society for Justice Research, Kent, UK, 2016.

The dark side of codes of ethics: Hidden costs for employee creativity. International Association for Conflict Management, New York, NY, 2016.

Creating reciprocal value through operational transparency. INFORMS, Philadelphia, PA, 2015.

Creating reciprocal value through transparency. Society for Consumer Psychology Conference, Phoenix, AZ, 2015.

Creating reciprocal value through operational transparency. 10th Annual Behavioral Operations Conference at Cornell, Ithaca, NY, 2015.

The impact of visual cues on the judgment of performance. 20th Annual Wharton OB Conference, Philadelphia, PA, 2014.

Aesthetic judgment and the senses. Cognitive Science Society, Quebec, Canada, 2014.

Operational transparency improves service quality and efficiency. MSOM Service Management SIG Conference, Seattle, WA, 2014.

Deliberating over moral intuitions: The counter-intuitive effects of considering two moral dilemmas at the same time. Behavioral Legal Studies – Cognition, Motivation and Moral Judgment Conference, Jerusalem, 2014.

Operational transparency improves service quality and efficiency. POMS, Atlanta, GA, 2014.

- Operational transparency in face-to-face settings: The effects on customers and employees. INFORMS, Minneapolis, MN, 2013.
- The vision heuristic: Judging music ensembles by sight alone. Academy of Management Annual Meeting, Boston, MA, 2012.
- The impact of visual cues on the judgment and perceptions of music performance. International Conference on Music Perception and Cognition, Thessaloniki, Greece, 2012.
- The impact of nonverbal cues on perceptions of performance. Society for Personality and Social Psychology Annual Meeting, Nonverbal Behavior Preconference, San Diego, CA, 2012.
- Faster than the speed of sound: Sight over sound in the judgment of music performance. Max Planck Institute for Human Development, Berlin, Germany, 2011.
- The impact of non-verbal and visual cues on judgment and perceptions in performance. Society for Judgment and Decision Making Annual Conference, Seattle, WA, 2011.
- The vision heuristic: The dominance of motion and emotion in judgments of performance. 11th Trans-Atlantic Doctoral Conference at London Business School, London, UK, 2011.
- Naturals and strivers: Choices, preferences, and beliefs about sources of achievement. Academy of Management Annual Meeting, Montreal, Canada, 2010.
- The costs of the naturalness bias. 10th Trans-Atlantic Doctoral Conference at London Business School, London, UK, 2010.
- Neither vetted nor vouched: Online consumer behavior and reputation systems in high-risk social networks. Society for Consumer Psychology Conference, St. Pete, FL, 2010.
- Managing reputation systems and reciprocity: Value creation and entry points in social networks. 3rd Management and Social Networks Conference, Annecy, France, 2009.
- “She's a Natural!”: From mere label to actualized consumer preference. Association for Consumer Research North American Conference, Pittsburgh, PA, 2009.
- Naturals and strivers: Beliefs and behavior about innate versus learned sources of achievement. Academy of Management Annual Meeting, Chicago, IL, 2009.
- Signaling trust and assessing trustworthiness in online social networks. 9th Trans-Atlantic Doctoral Conference at London Business School, London, UK, 2009.
- Value creation in online social networks. Inter-Ivy Sociology Symposium, NY, NY, 2009.
- Sources of achievement: Striving vs. naturalness. 8th Trans-Atlantic Doctoral Conference at London Business School, London, UK, 2008.
- Privileging innate over acquired ability in perceptions of achievement. Harvard Psychology Department Research Seminar on Social Psychology, Cambridge, MA, 2008.

ACADEMIC AWARDS AND HONORS

- 99th percentile of all articles ever tracked by Altmetric for research impact, 2013–present
- *Poets & Quants* World’s Best 40 Business School Professors under the Age of 40, 2021
Top 5 most viewed *Poets & Quants* World’s Best 40 under 40 professor profile, 2021
First faculty member at UCL to be honored by *Poets & Quants*, 2021
- Finalist, Best Paper Award, Organization and Management Theory Division, Academy of Management, 2021
- UK REF impact case (1 of 2 faculty members featured), UCL School of Management, 2021
- Finalist, Best Paper Award, Managerial and Organizational Cognition Division, Academy of Management, 2020
- Association for Psychological Science (APS) Rising Star, 2018
- Featured in MacArthur Fellow Angela Duckworth’s *New York Times* #1 bestseller *Grit*, 2016
- Wyss Award for Excellence in Doctoral Research, Harvard Business School, 2011–2012 (awarded annually to 3–4 graduating doctoral candidates across all fields)
- SEMPRE/ICMPC Young Researcher Award (awarded annually to 1–2 junior scholars across field), International Conference on Music Perception and Cognition, 2012
- Program on Negotiation Graduate Research Fellowship, Harvard Law School, 2011–2012
- Invited Fellow and Best Poster Award, Max Planck Institute, 2011
- Kauffman Foundation Grant, Smith Entrepreneurship Doctoral Consortium, 2011
- Best Paper Award in Organizational Behavior, TADC at London Business School, 2008
- Hoopes Prize (awarded for outstanding scholarly research), Harvard University, 2004
- All-USA College Academic First Team (one of twenty selected nationwide), 2004
- John Harvard Scholarship for Academic Achievement of the Highest Distinction, Harvard University, 2001–2002, 2002–2003, 2003–2004
- National Merit Scholar, 2000–2004
- Robert C. Byrd Honors Scholar, 2000–2004
- Coca-Cola National Scholar (one of fifty-two selected nationwide), 2000–2004
- All-USA High School Academic First Team (one of twenty selected nationwide), 2000
- Advanced Placement National Scholar, 2000
- Advanced Placement New York State Scholar (one of two selected per state), 2000
- Intel Science Talent Search Semifinalist, 2000

SEMINARS AND LECTURES

2020-2021

ESMT Berlin, Seminar Series

Indian School of Business, International Speaker Seminar Series

King’s Business School, HRM & Employment Relations Group

Northeastern University, School of Business Administration

United States Military Academy at West Point

University Professional & Continuing Education Association, Enrollment Management Seminar

University of Wisconsin-Madison, Management and Human Resources Department

University of Surrey, Surrey Business School

2019-2020

Asia Europe Business School, AEBS Lecture Series
 Durham University Business School, Department of Management and Marketing
 Frankfurt School of Finance & Management, Management Department
 Oak Hill Advisors, business practitioner workshop
 Trinity College Dublin, Trinity Business School
 Tuck School of Business at Dartmouth, Strategy and Management Area
 University of Pennsylvania, Grit Lab

2018-2019

Behavioural Insights Team, Behavioural Science for Policy Seminar Series
 Benchmark for Business, business practitioner conference
 HEC Paris, Management & Human Resources
 LiGHT Leadership, Leadership Insights Conference
 Parity Partners, Trimester Talk Series
 SGH Warsaw School of Economics, Negotiations Conference
 SGH Warsaw School of Economics, Negotiations Workshop
 SKEMA Business School, Innovation Group
 UK Department for International Trade, Trade Policy Group
 UK Department for International Trade, DIT Policy Profession Speaker Series
 UK Department for International Trade, DIT Policy School
 Welsh Government, All Wales Public Service Leadership Winter School

2017-2018

Asia Europe Business School, AEBS Lecture Series
 Asia School of Business, ASB Research Seminar Series
 CEIBS, Management Department
 CUHK SZ, School of Management and Economics
 City University of London, Department of Psychology
 Enrollment Management Association, EMA Annual Conference
 ETH Zurich, Global Negotiation Conference
 ESMT Berlin, Seminar Series
 Groupe d'Analyse et de Théorie Economique, Behavioral Economics Seminar Series
 Harvard University, Behavioral Insights Group
 Hong Kong University of Science and Technology, Division of Social Science
 International Federation of Red Cross and Red Crescent Societies
 Nanyang Business School, Division of Strategy, Management and Organization
 National Taiwan University, School of Management
 National University of Singapore, Management & Organisation
 Northeastern University, School of Business Administration
 NYU Shanghai, CBER Research Seminar Series
 NYU Shanghai, Faculty Seminar Series
 OECD, Talent Management and Analytics Group
 RMIT Vietnam, Business Talk Series
 Royal Institution, Ri Patrons Present Series
 ShanghaiTech University, Behavioral Science/JDM Seminar Series
 Tilburg University, Strategy & Organization Group

Trinity College Dublin, Trinity Business School
Tsinghua University, Faculty Salon
United States Military Academy at West Point, West Point Negotiation Project
University College Dublin, School of Business
University of Tokyo, Graduate School of Education

2016–2017

Belarusian State University, Business Seminar
Chartered Institute of Personnel and Development, Annual Conference
Chartered Institute of Personnel and Development, Scotland Conference
Curtis Institute of Music, Careers in Music Speaker Series
ESSEC Business School, Management Department
Fast Growth Icons, entrepreneurship conference
Harvard University, Behavioral Insights Group
London School of Economics and Political Science, Organisational Behaviour Group
New School, Liberal Arts College
Parsons School of Design
Welsh Government, All Wales Public Service Leadership Summer School

2015–2016

Benchmark for Business, business practitioner conference
Cass Business School, Seminar Series
Ludwig-Maximilians-Universität München, Institute for Leadership & Org.
NVIDIA, Marketing Speaker Series

2014–2015

Atom Factory, SMASHD LABS startup accelerator Demo Day
Children's Hospital of Philadelphia, Intellectual/Dev. Disabilities Research Center
New York University, Department of Management & Organizations
University of Pennsylvania, Institute for Research in Cognitive Science
University of Pennsylvania, Organizational Behavior Conference

2013–2014

Association of British Orchestras, ABO Concert & Orchestra Managers Meeting
Audio Engineering Society, International AES Convention
London Business School, Organisational Behaviour group
McMaster University, School of the Arts
Queen Mary University of London, School of Electronic Eng. & Computer Sci.
Royal College of Music, Centre for Performance Science
Technische Universität München, Research and Science Management
Technische Universität Wien, Institute of Computer Aided Automation
Université Pierre et Marie Curie, Institut Jean le Rond d'Alembert
University of Cambridge, Social and Developmental Psychology seminar series
University of Copenhagen, Center for Visual Cognition
University of Sussex, Business School
Vienna University of Economics and Business, Institute for International Business

2012–2013

ESMT Berlin, OB Conference
 Royal Academy of Music, Research Symposium
 Royal Academy of Music, Research Seminar
 University College London, Department of Security and Crime Science
 University College London, Department of Cognitive Perceptual & Brain Sciences
 University College London, Social Cognition Conference

2011–2012

Bocconi University, Department of Management and Technology
 Harvard University, Department of Psychology
 INSEAD, Organisational Behaviour
 National Endowment for the Arts, Office of Research & Analysis
 University College London, School of Management
 Brown University, Department of Music

2010–2011

Conservatoire National Supérieur de Musique et de Danse
 École Normale Supérieure, Department of Cognitive Studies
 EM Lyon Business School, Seminar Series
 Harvard University, Department of Psychology
 Smithsonian Institution, Center for Folklife and Cultural Heritage
 Universität für Musik und darstellende Kunst Wien, Institute for Music Sociology
 University of East Anglia, Norwich Business School
 University of Geneva, Social Psychology Unit
 University of Lausanne, Institute of Psychology
 University of Oxford, Department of Engineering Science
 University of Vienna, Faculty of Psychology

PROFESSIONAL AFFILIATIONS

Academy of Management	Association for Psychological Science
Behavioral Science and Policy Association	Society for Personality and Social Psychology
Society for Judgment and Decision Making	

SELECTED MEDIA APPEARANCES

ABC, AOL News, APA Monitor, APS Observer, Ars Technica, the Atlantic, the Australian, the BBC (live television interviews and broadcasts, live radio interviews and broadcasts, print), the Boston Globe, Business Insider, CBC, Chicago Tribune, the Economist, the Daily Mail, Der Spiegel, Der Standard, Deutsche Welle, Die Presse, Die Welt, Die Zeit, Discover Magazine, El País, Fast Company, Financial Times, Fox Business, Forbes, Frankfurter Allgemeine Zeitung, Freakonomics.com, Gramophone, Haaretz, Harvard Business Review, Harvard Gazette, the Huffington Post, International Business Times, Irish Times, Le Figaro, Le Monde, Le Soir, Le Temps, Los Angeles Times, National Affairs, Nature, NBC, New York Magazine, NPR, ORF, Psychology Today, Radio France, Salon, Science Daily, Scientific American, Slate, Strad, the Telegraph, TIME, the Times, Wall Street Journal, Washington Post, Wired, Wirtschaftswoche

TEACHING EXPERIENCE

Influence and Negotiations

- *UCL School of Management, UCL: 2012–present*
 - MBA with Peking University
 - MSc Management, MSc Industrial/Organisational & Business Psychology programs
 - Course evaluations achieved (on-site, up to 80+ students/section): 4.9/5
 - Course evaluations achieved (online, 50+ students/section): 4.9/5
 - Highest rated instructor, Dept. of Management Science & Innovation
 - Voted the most popular lecturer for the UCL Master of Management program

- *Saïd Business School, University of Oxford: 2017–present*
 - Executive Education programs, Course evaluations achieved: 4.9/5
 - Chairs' Leadership Programme
 - Equinor Excellence in Negotiation Programme
 - Equinor Advanced Negotiation Programme
 - Further Education Strategic Leadership Programme
 - High Performance Leadership Programme
 - MBA program, Course evaluations achieved: 4.9/5
 - Ranked in top 10% of all courses, Saïd Business School, University of Oxford

- *Kenan-Flagler Business School, UNC Chapel Hill: 2017– present*
 - MBA@UNC (online), Course evaluations achieved: 4.9/5

- *University of Bath School of Management:*
 - Executive Education program, 2020–2021

- *School of Economics and Management, Tsinghua University: MBA program, 2017–2019*

- *Sasin School of Management, Chulalongkorn University:*
 - Executive Education, EMBA, and MBA programs, 2017–2019

- *Asia Europe Business School, emlyon Business School & East China Normal University:*
 - MBA and Undergraduate programs, 2018–2019

- *NYU Shanghai: Undergraduate program, 2017–2018*

- *Wharton School, University of Pennsylvania: MBA program, 2014–2015*

Research Advising

- Nuria Tolsá-Caballero, PhD supervisor, UCL, 2018–present
- Lishi Tan, PhD supervisor, UCL, 2018–present
- Ariella Kristal, visiting PhD sponsor, Harvard Business School/UCL, 2019–present
- Wenxin Xie, PhD defense panel, UCL, 2021
- Lei Liu, PhD defense panel, UCL, 2020
- Ken Onda (Cambridge University/UCL), summer research advisor, 2020
- Mel Hua, PhD supervisor, UCL, 2016–2018; PhD upgrade panel, UCL, 2018–2019

- Emily Svanås-Hoh, BSc supervisor, UCL, 2018–2019 (winner of dept. thesis award)
- Erin Lu (Colby College), summer research advisor, 2018
- Nika Ananth, PhD upgrade panel, UCL, 2017–2018
- Justin Yue (Wharton School, University of Pennsylvania), summer research advisor, 2017
- Wilma Latuny, PhD committee member, Tilburg University, 2016–2017
- George Waddell, PhD secondary supervisor, Royal College of Music, 2013–2014

Other Teaching

- Teaching fellow, Harvard School of Engineering & Applied Sciences, 2008–2010
- Head teaching assistant, The Wharton School, Management Department, 2006–2007
- Faculty, Peabody Conservatory, Johns Hopkins University, 2006–2007
- Graduate assistant, Peabody Conservatory, Johns Hopkins University, 2005–2006
- Instructor, Johns Hopkins University Center for Talented Youth, 2004

ACADEMIC SERVICE

Elected Representative-at-large, MOC Division, Academy of Management, 2021–present
 Best Symposium Award Selection committee, OB Division, Academy of Management, 2021
 Founding Co-Director, UCL/Behavioural Insights Team Joint PhD program, 2018–present
 Founding organizer, PhD student Presentation Skills Group, 2019– present
 Faculty promotions panel, UCL School of Management, 2017– 2020
 Faculty recruitment panel, UCL School of Management, 2012– 2019
 Organizer, inaugural London Behavioural Science for Policy seminar series at UCL, 2019
 Invited speaker, UCL School of Management PhD Writing Group, 2019
 Presenter, UCL School of Management PhD Research Lunch, 2019, 2020
 PhD admissions committee, UCL School of Management, 2012–2019
 Faculty teaching committee, UCL School of Management, 2016– 2017
 Founding organizer, book launch events with authors bridging academics and practitioners,
 UCL School of Management, 2013
 Founding OB/Strategy Seminar Series Coordinator, University College London, 2012–2014
 Grant application panel/reviewer, Israel Science Foundation, 2018; Academy of Finland Research
 Council for Culture and Society, 2016
 Ad hoc reviewer, *Organization Science*; *Organizational Behavior and Human Decision
 Processes*; *Academy of Management Discoveries*; *Journal of Personality and Social
 Psychology*; *Psychological Science*; *Journal of Experimental Social Psychology*; *Journal of
 Behavioral Decision Making*; *Journal of Business Venturing*; *PLOS ONE*; *Psychological
 Reports*; *European Journal of Social Psychology*; *Frontiers in Cognitive Science*; *Frontiers in
 Neuroscience*
 Faculty Mentorship Award committee, Harvard Business School, 2009–2012

OTHER SERVICE

Invited speaker, UCL School of Management podcast, 2021
 Invited speaker, UCL Department of Experimental Psychology webinar, 2021
 Invited speaker, Behavioural Insights Team podcast, 2018
 Invited lecturer, Business Research Methods, UCL MSc Management core course, 2017–2018
 Invited lecturer, Business Research Methods, UCL undergraduate core course, 2017–2018

Invited lecturer, Communication & Behaviour in Organizations, UCL core course, 2012–2017
Moderator, Negotiations panel, Annual Wharton Women in Business Conference, 2014
Departmental representative, University College London publicity videos, 2014
Invited speaker, UCL Open Access Research informational videos, 2014
Invited speaker, University College London Diversity Training videos, 2013
Tutor in medicine (career advisor, Kirkland House), Harvard University, 2007–2010
Tutor in economics (advisor, Kirkland House), Harvard University, 2007–2009
Tutor in music (advisor, Kirkland House), Harvard University, 2007–2009

PROFESSIONAL MUSIC EXPERIENCE AND HONORS

- Performances at Carnegie Hall, Lincoln Center, the Kennedy Center, Faneuil Hall
- Collaborations with U.S. and foreign embassies, the U.S. Department of State, Coca-Cola
- Palace recital commemorating the Presidency of the European Union
- Recording at Steinway Hall featured in documentary televised by The Learning Channel
- Service (hospital performances, benefit concerts, lessons for disadvantaged youth)
- Board of Trustees, Boston Classical Orchestra, 2007–2011

OTHER PROFESSIONAL EXPERIENCE

- Market research, AEFPE USA
- Financial research and broadcast writing, CNN
- Fundraising and development, Council of Fashion Designers of America
- Clinical research, Harvard Medical School
- Clinical services, Johns Hopkins Hospital

OTHER

- U.S. citizen, based in New York and London
- Native/bilingual in English and Mandarin Chinese
- Other interests: visual arts, animal welfare, traveling