

JOHN ANGUS DANIEL HILDRETH

Associate Professor of Management and Organizations
Samuel Curtis Johnson Graduate School of Management | Cornell SC Johnson College of Business
Cornell University | hildreth@cornell.edu | +1 (607) 882-4536

ACADEMIC POSITIONS

CORNELL UNIVERSITY	ITHACA, NY
<i>Cornell SC Johnson College of Business Samuel Curtis Johnson Graduate School of Management</i>	
Associate Professor of Management and Organizations (with indefinite tenure)	2025 - present
Assistant Professor of Management and Organizations	2016 - 2025

CORPORATE POSITIONS

PRICEWATERHOUSECOOPERS IL	NEW YORK, NY
<i>Office of the Global CEO</i>	
Senior Manager (US Director, Aide-de-Camp, Chief of Staff)	2005 - 2007

PRICEWATERHOUSECOOPERS LLP	LONDON, UK
<i>HR Transaction Services</i>	
Senior Manager, Manager & Actuary	2004 - 2005, 2008
<i>Global Human Resource Services</i>	
Manager, Consultant & Actuary	2001 - 2003

AON CONSULTING LTD	LONDON, UK
<i>Actuarial Benefits Consulting</i>	
Consultant, Assistant Consultant, Actuarial Student	1997 – 2000

EDUCATION

UNIVERSITY OF CALIFORNIA, BERKELEY	BERKELEY, CA
<i>Walter A. Haas School of Business</i>	
PhD	Doctor of Philosophy (Organizational Behavior) May 2016
MS	Master of Science (Organizational Behavior) December 2012
MBA	Master of Business Administration May 2010

INSTITUTE & FACULTY OF ACTUARIES	LONDON, UK
C. Act	Chartered Actuary September 2025
FIA	Fellow of the Institute and Faculty of Actuaries July 2002
Dipl	Diploma in Actuarial Techniques December 1999

UNIVERSITY OF CAMBRIDGE	CAMBRIDGE, UK
<i>Jesus College</i>	
MA (Cantab)	Master of Arts (Mathematics) March 2000
BA	Bachelor of Arts (Mathematics) June 1996

RESEARCH INTERESTS

- The moral psychology of loyalty, moral dilemmas, and ethical decision making
- The psychology of status and power and their consequences for individual well-being
- Top team functioning and performance
- Cognitive biases and behavior

PUBLISHED MANUSCRIPTS

Zhu, G., **Hildreth, J.A.D.** & Chen, Y.R. (2024). A Strategic Approach to Uniqueness Seeking in Collectivistic Cultures. *Journal of Personality and Social Psychology*, 128(5), 1050–1071.
<https://doi.org/10.1037/pspa0000429>

Anderson C., & **Hildreth, J.A.D.** (2024). Status and subjective well-being: A conceptual replication and extension of Anderson et al.(2012). *PloS one*, 19(9), e0309135.
<https://doi.org/10.1371/journal.pone.0309135>

Berry, Z. & **Hildreth, J.A.D.** (2024). When Your Friend is My Friend: How Loyalty Prompts Support for Indirect Ties in Moral Dilemmas. *Organization Science*, 36(2), 762-785.
<https://doi.org/10.1287/orsc.2023.18003>

Kniffin, K.M. & **Hildreth, J.A.D.** (2024). Partnering Up (and Down): Examining When and Why People Prefer Collaborating with Higher-Paid Peers (and Lower-Paid Subordinates). *American Psychologist*. <https://doi.org/10.1037/amp0001397>

Hildreth, J.A.D. (2024). In the pursuit of happiness: Attaining a greater number of high-status positions increases well-being but only in select groups. *Journal of Experimental Social Psychology*, 113, 104622. <https://doi.org/10.1016/j.jesp.2024.104622>

Hildreth, J.A.D. (2024). When loyalty binds: Examining the effectiveness of group versus personal loyalty calls on followers' compliance with leaders' unethical requests. *Organizational Behavior and Human Decision Processes*, 181, 104310. <https://doi.org/10.1016/j.obhdp.2024.104310>

Li, H., Chen, Y.R., & **Hildreth, J.A.D.** (2022). Powerlessness Also Corrupts: Lower Power Increases Self-Promotional Lying. *Organization Science*, 34(4), 1422-1440.
<https://doi.org/10.1287/orsc.2022.1630>

Anderson, C., **Hildreth, J.A.D.**, & Sharps, D.L. (2020). The Possession of High Status Strengthens the Status Motive. *Personality and Social Psychology Bulletin*, 46(12), 1712-1723.
<https://doi.org/10.1177/0146167220937544>

Hildreth, J.A.D. & Anderson, C. (2018) Does loyalty trump honesty? Moral judgments of loyalty driven deceit. *Journal of Experimental Social Psychology*, 79, 87-92.
<https://doi.org/10.1016/j.jesp.2018.06.001>

Hildreth, J.A.D. & Anderson, C. (2016). Failure at the top: How power undermines collaborative performance. *Journal of Personality and Social Psychology*, 110(2), 261.
<https://doi.org/10.1037/pspi0000045>

Hildreth, J.A.D., Francesca Gino¹, & Max Bazerman. (2016) Blind loyalty? When group loyalty makes us see evil or engage in it. *Organizational Behavior and Human Decision Processes*, 132: 16-36. <https://doi.org/10.1016/j.obhdp.2015.10.001>

Self, W.T., Mitchell, G., Mellers, B.A., Tetlock, P.E., & **Hildreth, J.A.D.** (2015). Balancing Fairness and Efficiency: The Impact of Identity-Blind and Identity-Conscious Accountability on Applicant Screening. *PLOS One*, 10(12), e0145208. <https://doi.org/10.1371/journal.pone.0145208>

Anderson, C., **Hildreth, J.A.D.**, & Howland, L. (2015). Do people possess a fundamental desire for status? A review of the empirical literature. *Psychological Bulletin*, 141, 574-601. <https://doi.org/10.1037/a0038781>

Hildreth, J.A.D., Moore, D.A., & Blader, S.L. (2014). Revisiting the Instrumentality of Voice: Having Voice in the Process Makes People Think They Will Get What They Want. *Social Justice Research*, 27(2), 209-230. <https://doi.org/10.1007/s11211-014-0211-9>

[Doctoral student names underlined]

MANUSCRIPTS UNDER REVIEW

Anderson, C. & **Hildreth, J.A.D.** The rise of Inequality in Small Groups. (Status: Revising manuscript after **R&R** at *Psychological Science*.)

Tomova Sahkur, T. & **Hildreth, J.A.D.** Through Thick and Thin: The Effects of Interpersonal Loyalty on Nepotistic Behavior At Work. (Status: Revising manuscript after **R&R** at *Journal of Applied Psychology*.)

Hildreth, J.A.D. The Power Behind the Throne: Examining the Relative Influence of Primary and Secondary Leaders' Requests on Followers' Ethical, Unethical and Non-ethical Behavior. (Status: Under review at *Journal of Applied Psychology*.)

Zhu, G., & **Hildreth, J.A.D.** Differentiating moralized and instrumentalized loyalty: How leaders' prestige and dominance orientations differentially shape subordinates' loyalty. (Status: Under review at *Journal of Applied Psychology*.)

[Doctoral student names underlined]

MANUSCRIPTS IN PREPARATION

Hildreth, J.A.D. Succeeding at the top: A microfoundational IPO approach to high-power group functioning. (Status: Editing manuscript for submission to *Organizational Behavior and Human Decision Processes*.)

Zhu, G., **Hildreth, J.A.D.** & Chen, Y. Interpersonal Attraction. (Status: Editing manuscript for submission to *Journal of Applied Psychology*.)

¹ As confirmed on the 'Many Co-authors' project by both JADH and MB (<https://manycoauthors.org/gino/58>) all data was collected by JADH and his lab. All ideas, data collection, analysis, drafting and funding were by completed by JADH with input from MB.

Choi, J. & **Hildreth, J.A.D.** Status Variance and Position (Status: Editing manuscript for submission to *Nature: Human Behavior*.)

Choi, J., & **Hildreth, J.A.D.** The Organizational Consequences of Status Mismatch: Examining how and why holding higher or lower status than one desires affects voluntary prosocial and deviant behavior. (Status: Editing manuscript for submission at *Journal of Personality and Social Psychology*.)

[Doctoral student names underlined]

OTHER PROJECTS IN PROGRESS

Choi, J. & **Hildreth, J.A.D.** Loyalty and ethical dilemmas. (Status: Multiple pilot studies. First study being run.)

Choi, J., & **Hildreth, J.A.D.** Status mismatch B. (Status: three studies run. Final study being designed.)

Hildreth, J.A.D. Loyalty and Ethics C2. (Status: Data collection ongoing. 2 studies run.)

Hildreth, J.A.D. Loyalty and Ethics I. (Status: Data collection ongoing. 6 studies run.)

Hildreth, J.A.D. Status and groups L. (Status: Data collection complete. 1 multi-year study 100% complete.)

Lisonbee, M. & **Hildreth, J.A.D.** AI and Moral Agency. (Status: first pilot study run.)

Sun, I. & **Hildreth, J.A.D.** Status Effects. (Status: Analyzing field study data.)

Zhu, G. & **Hildreth, J.A.D.** Leadership strategies. (Status: Data collection ongoing. 5 studies run.)

Zhu, G., & **Hildreth, J.A.D.** Instrumental use of moral values. (Status: Piloting initial idea.)

Zhu, G., & **Hildreth, J.A.D.** Loyalty double standard. (Status: Piloting initial idea.)

[Doctoral student names underlined]

CONFERENCE PRESENTATIONS & INVITED TALKS

Zhu, G., **Hildreth, J.A.D.** & Chen, Y.R. (2025). When Similarity Leads to Less Interpersonal Attraction at Work. Paper presented at the 2025 Academy of Management Conference, Copenhagen, Denmark.

Zhu, G., **Hildreth, J.A.D.**, & Tang, S. (2025). Differentiating Two Loyalty Motives. Paper presented at the 2025 Academy of Management Conference, Copenhagen, Denmark.

Zhu, G., & **Hildreth, J.A.D.** (2024). Cultural Variation in Perceptions of Similar Others at Work. Paper presented at the 2024 Academy of Management Conference, Chicago, US.

Zhu, G., **Hildreth, J.A.D.**, & Tang, S. (2024). Differentiating Two Loyalty Motives. Paper presented at the 2024 International Association for Conflict Management Conference, Singapore.

Tomova Sahkur, T. & **Hildreth, J.A.D.** (2024). Through Thick and Thin: Exploring the Role of Loyalty, Perceived Ethicality, and Felt Obligations in Promulgating Network Favoritism at Work. Paper

presented at the 2024 Personnel Psychology Special Issue Conference on Employees' Social Networks and Networking, University of Exeter, UK.

Zhu, G. & **Hildreth, J.A.D.** (2023). Similarity attraction or similarity aversion? Cultural variation in perceptions of similar others. Paper presented at the International Association for Conflict Management Conference, Thessaloniki, Greece.

Zhu, G., **Hildreth, J.A.D.** & Chen, Y.R. (2023). A Strategic Approach to Uniqueness Seeking in Collectivistic Cultures. Paper presented at the 2023 Academy of Management Conference, Boston, US.

Zhu, G., **Hildreth, J.A.D.** & Chen, Y.R. (2023). A Strategic Approach to Uniqueness Seeking in Collectivistic Cultures. Paper presented at the 2023 International Association for Chinese Management Research Conference, Hong Kong, China.

Kniffin, K. & **Hildreth, J.A.D.** (2022). Magnets of Collaboration: When Salary Disparity is a Draw Rather Than a Drag For Teaming. Paper presented at the 2022 Academy of Management Conference.

Berry, Z. & **Hildreth, J.A.D.** (2022). Loyalty for Whom: Evaluating Transitive Effects of Loyal Obligations in Morally Sticky Situations. Paper presented at the 2022 Society for Personality and Social Psychology Conference, San Francisco, CA.

Tomova Shakur, T. & **Hildreth, J.A.D.** (2021). Through Thick And Thin: The Effects of Interpersonal Loyalty on Nepotistic Behavior at Work. Paper presented at the 2021 INGRoup virtual Conference.

Tomova Shakur, T. & **Hildreth, J.A.D.** (2021). Through Thick And Thin: The Effects of Interpersonal Loyalty on Nepotistic Behavior at Work. Paper presented at the 2021 International Association for Conflict Management virtual Conference.

Kniffin, K. & **Hildreth, J.A.D.** (2020). Out of Office, Out of Mind? Remote Workers Care Less About Co-Workers' Wages. Paper included in highlight reel of research in the Academy of Management OB Division's COVID-19 rapid research plenary at the 2020 Academy of Management Meetings, Vancouver, Canada.

Hildreth, J.A.D. (2020). Loyalty to Authority: Examining the Effectiveness and Consequences of Leaders' Loyalty Calls. In Recasting Loyalty Dilemmas: Theoretical and Empirical Insights From Social Contexts symposium. Paper presented at the 2020 Academy of Management Meetings, Vancouver, Canada.

Berry, Z. & **Hildreth, J.A.D.** (2020) Loyalty for Whom: Evaluating Transitive Effects of Loyal Obligations in Morally Sticky Situations. In Recasting Loyalty Dilemmas: Theoretical and Empirical Insights From Social Contexts symposium. Paper presented at the 2020 Academy of Management Meetings, Vancouver, Canada.

Tomova Shakur, T. & **Hildreth, J.A.D.** (2020). Aren't You Loyal? How Ethics And Obligation Determine Loyalty-Driven Nepotistic Behavior. In Social Networks And Inequality: Where Do We Go From Here? Symposium. Paper presented at the 2020 Academy of Management Meetings, Vancouver, Canada.

Hildreth, J.A.D. (2020). Succeeding at the Top: A Micro-foundational IPO Approach to High-Power Group Functioning. In "Frontiers of Social Hierarchy Research: Dynamics in Teams and Organizations" symposium. Paper presented at the 2020 Academy of Management Meetings, Vancouver, Canada.

Kniffin, K. & **Hildreth, J.A.D.** (2020). Influence of Salary Disparities on Teaming. Paper presented at the 2020 International Association for Conflict Management virtual Conference.

Li, H., Chen, Y. & **Hildreth, J.A.D.** (2019). Powerlessness also Corrupts: Lacking Power Increases Self-Promotional Lying In “Seeing social hierarchy in a new light: The bright side of power and the dark side of status” symposium. Paper presented at the 2019 Academy of Management Meetings, Boston, MA.

Anderson, C. **Hildreth, J.A.D.** & Sharps, D. (2019). Status and Social Class Increases Status Motive. In “Seeing social hierarchy in a new light: The bright side of power and the dark side of status” symposium. Paper to be presented at the 2019 Academy of Management Meetings, Boston, MA.

Hildreth, J.A.D. (2019). Succeeding at the Top: How accommodating power unleashes Top Management Team performance. Paper presented at the 2nd annual Management and Organizations Research Event at Cornell University, Ithaca, NY.

Hildreth, J.A.D. & Anderson, C. (2018). In the pursuit of happiness: How status affects well-being in multiple groups. Paper presented at the 1st annual Management and Organizations Research Event at Cornell University, Ithaca, NY.

Hildreth, J.A.D. & Anderson, C. (2017). Does Loyalty Trump Honesty? Paper presented at the Behavioral Economics and Decision Research Seminar at Cornell University, Ithaca, NY.

Hildreth, J.A.D. (2017) & Anderson, C. (2017). Failure at the top: How power undermines collaborative performance. Research paper presented at the Management and Organizations Research Seminar series at Cornell University, Ithaca, NY.

Hildreth, J.A.D. & Anderson, C. (2017). Is loyalty uniquely a force for good and bad? In “Is loyalty always good? The dark side of loyalty” symposium. Paper presented at the 2017 Academy of Management Meetings, Atlanta, GA.

Anderson, C. & **Hildreth, J.A.D.** (2016). Do people desire to have high status or higher status than others? Paper presented at the 2016 Academy of Management Meetings, Anaheim, CA.

Hildreth, J.A.D., Anderson, C. (2016) Failure at the top: How power undermines the creativity of groups. Poster presented at the 2016 Society for Personality and Social Psychology Conference, San Diego, CA.

Hildreth, J.A.D., (2015) Group Loyalty and Unethical Behavior: How Loyalty binds and blinds us. Talk given at the Cornell University Samuel Curtis Johnson Graduate School of Management Ithaca, NY.

Hildreth, J.A.D., (2015) Group Loyalty and Unethical Behavior: How Loyalty binds and blinds us. Talk given at the University of California, Los Angeles, Anderson School of Management, Los Angeles, CA.

Hildreth, J.A.D., (2015) Group Loyalty and Unethical Behavior: How Loyalty binds and blinds us. Talk given at Columbia Business School, New York, NY.

Hildreth, J.A.D., (2015) Group Loyalty and Unethical Behavior: How Loyalty binds and blinds us. Talk given at Columbia Business School, New York, NY.

Hildreth, J.A.D., (2015) Group Loyalty and Unethical Behavior: How Loyalty binds and blinds us. Talk given at the University of North Carolina, Chapel Hill, Kenan-Flagler Business School, Chapel Hill, NC.

- Hildreth, J.A.D.,** Anderson, C. (2015) Failure at the top: How power undermines collaborative performance. Poster presented at the 2015 Society for Personality and Social Psychology Conference, Long Beach, CA
- Hildreth, J.A.D.,** Gino, F. & Bazerman, M. (2015) Blind loyalty? How group loyalty makes us see evil. Presented at the 2015 Berkeley-Stanford Organizational Behavior PhD Conference, Berkeley, CA
- Hildreth, J.A.D.,** Anderson, C. (2014) Failure at the top: How power undermines collaborative performance. Poster presented at the 2014 INFORMS Annual Meeting, San Francisco, CA
- Hildreth, J.A.D.,** Anderson, C. (2014) Failure at the top: How power undermines collaborative performance. In “Know Your Enemy: Status Comparisons and Rivalry in Competitive Environments” Symposium. Presented at the 2014 Academy of Management Meetings, Philadelphia, PA
- Chatman, J.A., **Hildreth J.A.D.** & Anderson, C. (2014) Do as I say not as I do: How leaders’ interpersonal style and power influence organizational culture. In “Leadership and Organizational Culture: Exploring a Multi-Faceted Relationship” Symposium. Presented at the 2014 Academy of Management Meetings, Philadelphia, PA
- Hildreth, J.A.D.,** Gino, F. & Bazerman, M. (2014) Blind loyalty? How group loyalty makes us see evil. In “Topics in Empirical Business Ethics” Symposium. Presented at the 2014 Annual Meeting of the Society for Business Ethics, Philadelphia, PA
- Hildreth, J.A.D.,** Anderson, C. (2014) Failure at the top: How power undermines collaborative performance. Presented at the 2014 London Business School Trans-Atlantic Doctoral Conference, London, UK
- Hildreth, J.A.D.,** Moore, D.A., & Blader, S.L. (2014) Revisiting the instrumentality of voice: Having a voice in the process makes people think they will get what they want. Poster presented at the 2014 Society for Personality and Social Psychology Conference, Austin, TX
- Hildreth, J.A.D.,** Anderson, C. (2014) Failure at the top: How power undermines collaborative performance. Presented at the 2014 Berkeley-Stanford Organizational Behavior PhD Conference, Stanford, CA

[Doctoral student names underlined]

MEDIA COVERAGE

Beyond Philosophy, Bloomberg, Boston Globe, Braindecoder, Cornell Chronicle, Daily Mail, Entrepreneur, Fast Company, Financial Times, Forbes, Harvard Business Review, HBS Working Knowledge, Inc Magazine, The Independent, NPR, People Management, Psychology Today, Quartz, Reddit, Science Daily, Stanford Social Innovation Review, World Economic Forum.

HONORS, AWARDS & FUNDING

HONORS

Chartered Actuary	2025
Fellowship of the Institute and Faculty of Actuaries	2002

AWARDS

Stephen Russell '60, MBA '61 Distinguished Teaching Award	2025
awarded to outstanding Johnson faculty whose teaching and leadership have continued to influence graduates five years into their post-MBA careers	
Core Faculty Award for the MBA class of 2022	2022
voted by MBA class as the faculty member who best exemplified teaching excellence during the Core	
Johnson Last Lectures for the MBA class of 2021	2021
voted by MBA class of 2021 to be one of three faculty to have had the most profound impact on students' education at Johnson	
Berkeley Haas Dissertation Fellowship Award (\$15,000 + one semester fees and tuition)	2015
UC Berkeley, MBA Honors list (top 10%)	2010
UC Berkeley, Gloria W. Appel Award for Outstanding Leadership in Entrepreneurship	2010
UC Berkeley, Certificate in Entrepreneurship	2010
UC Berkeley, Haas School of Business, Merit Scholarship (50%)	2008 - 2010
Chicago Graduate School of Business, Merit Scholarship, (Not taken)	2008
London Business School, Annual fund Scholarship, (Not taken)	2008
Certificate in Finance and Investment, Institute and Faculty of Actuaries	2000

FUNDING / GRANTS

Cornell Center for Social Sciences' grant program (\$6,000)	2025
Institute for the Social Sciences' Working Group program (\$3,000)	2019
Haas School of Business Behavioral Lab Mini Grant (\$2,000)	2016
UC Berkeley Graduate Assembly Travel Award (\$300)	2016
UC Berkeley Graduate Division Conference Travel Grant (\$600)	2016
Haas School of Business Behavioral Lab Mini Grants (\$3,000)	2015
Society of Personality and Social Psychology Conference Travel Award (\$500) (160/627 granted)	2015
UC Berkeley Graduate Division Conference Travel Grant (\$1,000)	2013-14
UC Berkeley Graduate Assembly Travel Award (\$300)	2014
Haas School of Business Behavioral Lab Mini Grants (\$1,500)	2014
Institute for Research on Labor & Employment Graduate Student Research Grant (\$15,000)	2013
UC Berkeley COR Research Enabling Grant (\$1,000)	2012-13
Haas School of Business Behavioral Lab Mini Grants (\$3,000)	2013
UC Berkeley Experimental Social Psychology Laboratory Grant (\$1,000)	2012
Haas School of Business Behavioral Lab Mini Grants (\$9,000)	2012
UC Berkeley Experimental Social Psychology Laboratory Grant (\$1,000)	2011
Haas School of Business Behavioral Lab Mini Grants (\$4,000)	2011
UC Berkeley Haas School of Business Dean's Travel Grants (\$650 /year)	2011-2016
UC Berkeley Experimental Social Psychology Laboratory Grant (\$2,000)	2010

DEPARTMENT, UNIT, COLLEGE & UNIVERSITY SERVICE

Management & Organizations PhD Curriculum Committee	2019 - 2023
Management & Organizations PhD Hiring Coordinator - Micro OB	2017 – 2022, 2025 - Present
SC Johnson College of Business Behavioral Simulation Lab Committee	2019 - 2022

Advisor for PhD students

• Matt Lisonbee	2025 - present
• Ji Sok (Joseph) Choi	2024 - present
• Gaoyuan Zhu	2022 - present

Dissertation Committees

• Lauren DeVinent (Industrial Labor & Relations School, Cornell)	2020
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- Jessica Li (Johnson Graduate School of Management, Cornell) 2018 - 2020

Masters Thesis Committees

- Ji Sok (Joseph) Choi (Johnson Graduate School of Management, Cornell) 2022 - 2024
- Gaoyuan Zhu (Johnson Graduate School of Management, Cornell) 2020 - 2022
- Lauren DeVincent (Industrial Labor & Relations School, Cornell) 2017 – 2019

Undergraduate Research Advisor 2011 - present

- Advised 147 undergraduate students on research in business and social psychology lab.
- 65 members have graduated from the lab and have gone on to graduate studies (MA, MBA, MS, JD, MD, PhD) at top schools including Cambridge (2), Columbia (3), Cornell, Duke, Georgetown, Harvard (3), MIT, Stanford (2), UC Berkeley (2), UCLA, and Yale, or to work for some of the most well-known brands including Accenture, Apple, Bank of America Securities, Bloomberg, the US DEA, Deloitte, EY, Goldman Sachs, Google, LinkedIn, PwC, Salesforce, and Twitter.
- Currently 11 members of the lab.

Graduate Assembly (UC Berkeley Graduate Student Government) – Delegate 2010 - 2016

- Faculty Awards Committee 2014 - 2016
- Academic Integrity Task Force /University Honor Code Committee 2013 - 2014
- Communications Committee 2011 - 2012
- International Students Committee 2010 - 2011

Haas MORS PhD Student Group Coordinator 2011 - 2014

Organizations Research Group Founder /Member 2014 - 2016

Berkeley-Stanford Organizational Behavior PhD Conference Organizer 2013 - 2014

TEACHING INTERESTS

- Power and Politics, Leadership, Managerial Decision-Making
- Business Ethics, Negotiations, Organizational Behavior
- Research Methods

TEACHING EXPERIENCE

JOHNSON GRADUATE SCHOOL OF MANAGEMENT, CORNELL UNIVERSITY

NBA 6540 - Power and Politics in Organizations Spring 2018 & 2019, Fall 2019 - present

Instructor for Full-Time MBA and Graduate Student Elective Course

- 6 sections (c. 330 graduate students /year) from 2021 to present
- 3 sections (80 increasing to 180 graduate students /year) from 2018 to 2020
- **Most popular elective course** (highest demanded) since 2021

NRE 5170 - PhD Seminar in Micro Organizational Behavior

Spring 2017, 2021

Instructor for Core PhD class

- 2017 full course; 2021 two classes

NRE 5400 – Doctoral Seminar in Management

Spring 2018

Instructor for one PhD class

NCC 5050 - Critical and Strategic Thinking

Fall 2016 - 2020

Instructor for Core Full-Time MBA class (3 sections)

- **Core Faculty Teaching Award** in 2022 (for teaching in Fall 2020)
- Voted by MBAs to give a “Last Lecture” (top teachers) in 2021

STANFORD GRADUATE SCHOOL OF BUSINESS

CSP-XBUS107 - Navigating Organizational Power Dynamics

Spring 2024, 2025

Guest Speaker for Tina Choi in the Stanford Continuing Studies Online Course

HAAS SCHOOL OF BUSINESS, UNIVERSITY OF CALIFORNIA, BERKELEY

BUSADM 1190 - Berkeley Influence Accelerator

Spring 2016

Facilitator for Prof. Cameron Anderson’s online elective course for experienced professionals

EW MBA 254-3A - Power and Politics in Organizations

Fall 2013 & 2015

GSI for Prof. Cameron Anderson’s online elective Evening & Weekend MBA class

MBA 254-1A & 1B - Power and Politics in Organizations

Fall 2011 & 2012

GSI for Prof. Cameron Anderson’s elective Full-Time MBA class (2 sections)

MBA 295D.1 - New Venture Finance

Fall 2009

GSI for Adjunct Prof. Mario M. Rosati’s elective Full-Time MBA class

PROFESSIONAL SERVICE

Academy of Management Annual Meeting Reviewer (OB, MOC divisions)

2011 - present

Ad hoc Journal Reviewer

2014 - present

- Management: *Academy of Management Journal, Academy of Management Review, Management Science, Organization Science, Organizational Behavior and Business Processes, Organizational Psychology Review, Social Justice Research*
- Social and Personal Psychology: *European Journal of Social Psychology, Journal of Experimental Social Psychology, Journal of Personality, Journal of Personality and Social Psychology, Journal of Social Psychology; Personality and Social Psychology Bulletin*
- General Psychology: *Frontiers In Psychology, Journal of Experimental Psychology: General; Journal of Experimental Psychology: Applied; Psychological Bulletin*
- Other: *Journal of Medical Ethics*

PROFESSIONAL AFFILIATIONS

Fellow, Institute and Faculty of Actuaries

2002 - present

Member, Academy of Management

2009 - present

Member, Institute and Faculty of Actuaries

1997 - present

Member, Society for Business Ethics

2014 - 2015

Member, INFORMS

2014

PROFESSIONAL EXPERIENCE

PRICEWATERHOUSECOOPERS IL

NEW YORK, US

Senior Manager Office of the Global CEO

2005 - 2007

- Managed the Office of the Global CEO of a \$25Billion Revenue organization of 150,000 people.
- Oversaw the day-to-day affairs of PwC's Global CEO and PwC's top three global executive teams including the PwC Leadership Team (top 8 global executives), PwC's Global Management Team (top 10 global functional leaders) and PwC's Extended Leadership Team (the eighteen most powerful regional and territory CEOs and global functional leaders).
- Crafted the strategic agendas and oversaw all internal communication and information flow of these top teams.
- Drove the 'Agenda for the Future,' a once in a decade strategic review of PwC's short-, medium-, and long-term goals affecting multi-billion dollar spend on communication /work platforms, the global network structure and organizational culture.
- Partnered extensively with PwC's global leaders to create and communicate strategy, manage network crises and operations, and reposition the brand and culture for an organization of 150,000 people.
- Oversaw the business content of PwC's Annual Global Leadership Summit of 150 country and regional CEOs, 50 global industry and functional leaders, and members of PwC's Global Board and global leadership teams.
- Created and directed an innovative business program for PwC's premier annual global leadership conference which received universal acclaim from PwC's 200+ most senior executives.
- Led a team of 50 and managed key stakeholders globally to successfully deliver a four-day international conference which received 20% higher positive feedback than any previous year.
- Developed and delivered presentations on diverse subject matter for the CEO and Global Board.
- Established global town hall meetings in London and New York for 500 partners and staff.
- Designed and implemented IT platforms to facilitate improved knowledge management and communication among global leaders. Streamlined finances to reduce costs by more than \$1m.

PRICEWATERHOUSECOOPERS LLP

LONDON, UK

Senior Manager HR Transaction Services

2005 & 2008

Manager HR Transaction Services

2004 - 2005

Manager Mergers & Acquisitions, Human Resource Services

2003 - 2004

Manager Financial Reporting, Global Human Resource Services

2002 - 2003

Consultant Financial Reporting, Global Human Resource Services

2001 - 2002

- Directed an international team from 15 countries to deliver the largest HR vendor due diligence project for a Fortune 500 company, which generated more than US \$1 million in fee income.
- Identified and converted business opportunities which expanded the scope of client engagements, generated additional fee income of US \$1 million, and enhanced client relationships.
- Mentored and coached management, mid-level, and entry-level employees in daily job responsibilities, and introduced a radically different approach to managing staff career development which was widely adopted.
- Cultivated positive and enduring relationships with a high profile network of international contacts within PwC and throughout the business community in the UK and overseas.
- Led international multi-disciplinary teams of 30+ members on wide ranging global projects.

- Created and implemented an innovative financial system which improved key performance indicators significantly, and reduced cash collection times by 40%.
- Graduated from PwC's 2004 Young Leadership Program, which was a 1-year course sponsored by the UK Firm for high-potential managers that accelerated the development of leadership skills.
- Acknowledged for vision, drive and innovation with a Business Team Recognition Award

AON CONSULTING

LONDON, UK

Consultant	Actuarial Benefits Consulting	2000
Assist. Consultant	Actuarial Benefits Consulting	1999 - 2000
Actuarial Student	Actuarial Benefits Consulting	1997 - 1999

- Investigated the mortality experience for one of the Company's largest client pension plans, which led to the trustees securing additional funding from the plan sponsor to enhance the security of plan members' benefits.
- Wrote a valuation program for one of the team's most complex benefit plans, which included learning the programming language, understanding the plan benefits and researching regulatory and trust rules.
- Chairman of the Office Social Committee. Planned events for an office of more than 200 people

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