

**Kevin M. Kniffin**

Cornell University  
SC Johnson College of Business  
Dyson School of Applied Economics and Management

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**Academic Positions:**

**Cornell University (2010-present)**

Assistant Professor (March 2018-present)  
Dyson School of Applied Economics and Management, SC Johnson College of Business

Director (July 2010-present)  
Laboratory for Experimental Economics and Decision Research (LEEDR)

Visiting Assistant Professor of Organizational Behavior and Leadership (Jan 2015-Feb 2018)  
Dyson School of Applied Economics and Management, SC Johnson College of Business

Postdoctoral Research Associate (July 2010-December 2014)  
Dyson School of Applied Economics and Management

**University of Wisconsin-Madison (2003-2010)**

Honorary Fellow  
Department of Anthropology

**Education:**

Ph.D., Anthropology (2002)  
State University of New York (SUNY) at Binghamton  
External Committee Member: Robert Frank (Cornell)

M.A., Anthropology (1998)  
State University of New York (SUNY) at Binghamton

B.A., *summa cum laude* (1995)  
Lehigh University, Bethlehem, Pennsylvania

**Selected Publications:**

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

[Featured in March/April 2025 edition of *Harvard Business Review*, page 34]

Detert, J. D., Kniffin, K. M., & Leroy, H. 2022. Saving Management From Our Obsession With Leadership. *MIT Sloan Management Review*, 63, 1-9.

[Recognized with the 2023 Academy of Management Organizational Behavior Division's "Outstanding Practitioner-Oriented Publication in Organizational Behavior Award"]

Leroy, H., Anisman-Razin, M., Avolio, B., Bresman, H., Bunderson, J. S., Burris, E., Claeys, J., Detert, J., Dragoni, L., Giessner, S., Greer, L., Kniffin, K., Kolditz, T., Petriglieri, G., Pettit, N., Sitkin, S., Quaquebeke, N., and Vongswasdi, P. 2022. Walking Our Evidence-Based Talk: The Case of Leadership Development in Business Schools. *Journal of Leadership & Organizational Studies*, 29, 5-32.  
doi:[10.1177/15480518211062563](https://doi.org/10.1177/15480518211062563)

Kniffin, K. M. Narayanan, J., and van Vugt, M. 2021. COVID-19 is a Moderating Variable with its own Moderating Factors. *Industrial and Organizational Psychology*, 14, 149-151.  
doi: [10.1017/iop.2021.38](https://doi.org/10.1017/iop.2021.38)

Niemi, L., Doris, J. M., and Kniffin, K. M. 2021. It's Not the Flu: Popular Perceptions of the Impact of COVID-19 in the U. S. *Frontiers in Psychology*, 12, 668518.  
doi:[10.3389/fpsyg.2021.668518](https://doi.org/10.3389/fpsyg.2021.668518)

Kniffin, K. M., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S. J., Bakker, A. B., Bamberger, P., Bapuji, H., Bhawe, D. P., Choi, V. K., Creary, S. J., Demerouti, E., Flynn, F. J., Gelfand, M. J., Greer, L. L., Johns, G., Kosebiri, S., Klein, P. G., Lee, S. Y., Ozcelik, H., Petriglieri, J. L., Rothbard, N. P., Rudolph, C. W., Shaw, J. D., Sirola, N., Wanberg, C. R., Whillans, A., Wilmot, M. P., and van Vugt, M. 2021. COVID-19 and the Workplace: Implications, Issues, and Insights for Future Research and Action. *American Psychologist*, 76, 63-77.  
doi:[10.1037/amp0000716](https://doi.org/10.1037/amp0000716)

Kniffin, K. M., Detert, J. D., and Leroy, H. 2020. On Leading and Managing: Synonyms or Separate (and Unequal)? *Academy of Management Discoveries*, 6: 544-571.  
doi:[10.5465/amd.2018.0227](https://doi.org/10.5465/amd.2018.0227)

Wilson, D. S., Philip, M. M., MacDonald, I. F., Atkins, P. W., and Kniffin, K. M. 2020. Core Design Principles for Nurturing Organization-Level Selection. *Scientific Reports*, 10: 1-6.  
doi:[10.1038/s41598-020-70632-8](https://doi.org/10.1038/s41598-020-70632-8)

Yan, J., Kniffin, K. M., Kunreuther, H. C., and Schulze, W. D. 2020. The Roles of Reason and Emotion in Private and Public Responses to Terrorism. *Journal of Economic Behavior and Organization*, 180: 778-796.  
doi:[10.1016/j.jebo.2019.05.024](https://doi.org/10.1016/j.jebo.2019.05.024)

Kniffin, K. M., Bogan, V. L., and Just, D. R. 2019. "Big Men" in the Office: The Gender-Specific Influence of Weight Upon Perceptions of Persuasiveness. *PLoS One*, 14: e0222761.  
doi:[10.1371/journal.pone.0222761](https://doi.org/10.1371/journal.pone.0222761)

- Kniffin, K. M., and Hanks, A. S. 2018. The Tradeoffs of Teamwork among STEM Doctoral Graduates. *American Psychologist*, 73: 420-432.  
doi:[10.1037/amp0000288](https://doi.org/10.1037/amp0000288)
- Kniffin, K. M., Reeves-Ellington, R. E., and Wilson, D. S. 2018. When Everyone Wins?: Exploring Employee and Customer Preferences for No-Haggle Pricing. *Frontiers in Psychology*, 9: 1555.  
doi:[10.3389/fpsyg.2018.01555](https://doi.org/10.3389/fpsyg.2018.01555)
- Kniffin, K. M., and Palacio, D. 2018. Trash Talking and Trolling. *Human Nature*, 29: 353-369.  
doi:[10.1007/s12110-018-9317-3](https://doi.org/10.1007/s12110-018-9317-3)
- Kniffin, K. M., and Scalise Sugiyama, M. 2018. Toward a Natural History of Team Sports. *Human Nature*, 29: 211-218.  
doi: [10.1007/s12110-018-9322-6](https://doi.org/10.1007/s12110-018-9322-6)
- Kniffin, K. M., and Hanks, A. S. 2017. Antecedents and Near-Term Consequences for Interdisciplinary Dissertators. *Scientometrics*, 111: 1225-1250.  
doi:[10.1007/s11192-017-2317-y](https://doi.org/10.1007/s11192-017-2317-y)
- Kniffin, K. M., Howley, T., and Bardreau, C. 2017. Putting Muscle into Sports Analytics: Strength, Conditioning, and Ice Hockey Performance. *Journal of Strength and Conditioning Research*, 31: 3253-3259.  
doi:[10.1519/JSC.0000000000002211](https://doi.org/10.1519/JSC.0000000000002211)
- Kniffin, K. M., and Hanks, A. S. 2016. Revisiting Gladwell's Hockey Players: Influence of Relative Age Effects upon earning the PhD. *Contemporary Economic Policy*, 34: 21-36.  
doi:[10.1111/coep.12114](https://doi.org/10.1111/coep.12114)
- Kniffin, K. M., and Shimizu, M. 2016. Sounds That Make You Smile and Share: A Phonetic Key to Prosociality and Engagement. *Marketing Letters*, 27: 273-283.  
doi:[10.1007/s11002-014-9328-8](https://doi.org/10.1007/s11002-014-9328-8)
- Hanks, A. S., and Kniffin, K. M. 2014. Early Career PhD Salaries: The Industry Premium and Interdisciplinary Debate. *Applied Economics Letters*, 21: 1277-1282.  
doi:[10.1080/13504851.2014.922664](https://doi.org/10.1080/13504851.2014.922664)
- Kniffin, K. M., and Mihalek, V. 2014. Within-Series Momentum in Hockey: No Returns for Running Up the Score. *Economics Letters*, 122: 400-402.  
doi:[10.1016/j.econlet.2013.12.033](https://doi.org/10.1016/j.econlet.2013.12.033)
- Kniffin, K. M. 2011. Organizing to Organize: The Case of a Successful Long-Haul Campaign for Bargaining Rights. *Labor Studies Journal*, 36: 333-362.  
doi:[10.1177/0160449X11418237](https://doi.org/10.1177/0160449X11418237)

- Kniffin, K. M., and Wilson, D. S. 2010. Evolutionary Perspectives on Workplace Gossip: How and Why Gossip Can Be Good. *Group & Organization Management*, 35: 150-176. doi:[10.1177/1059601109360390](https://doi.org/10.1177/1059601109360390)
- Kniffin, K. M. 2009. Evolutionary Perspectives on Salary Dispersion within Firms. *Journal of Bioeconomics*, 11: 23-42. doi:[10.1007/s10818-009-9056-y](https://doi.org/10.1007/s10818-009-9056-y)
- Kniffin, K. M. 2007. Accessibility to the PhD and Professoriate for First-Generation College Graduates: Review and Implications for Students, Faculty, and Campus Policies. *American Academic*, 3: 49-79.
- Kniffin, K. M. 2006. Show Me The Status: Money as a Kind of Currency. *Behavioral and Brain Sciences*, 29: 188-189. doi:[10.1017/S0140525X0636904X](https://doi.org/10.1017/S0140525X0636904X)
- Kniffin, K. M., and Wilson, D. S. 2005. Utilities of Gossip Across Organizational Levels. *Human Nature*, 16: 278-292. doi:[10.1007/s12110-005-1011-6](https://doi.org/10.1007/s12110-005-1011-6)
- Kniffin, K. M., and Wilson, D. S. 2004. The Effect of Nonphysical Traits on the Perception of Physical Attractiveness: Three Naturalistic Studies. *Evolution and Human Behavior*, 25: 88-101. doi:[10.1016/S1090-5138\(04\)00006-6](https://doi.org/10.1016/S1090-5138(04)00006-6)
- Wilson, D. S., and Kniffin, K. M. 1999. Multilevel Selection and the Transmission of Social Behavior. *Human Nature*, 10: 291-310. doi:[10.1007/s12110-999-1005-x](https://doi.org/10.1007/s12110-999-1005-x)
- Kniffin, K. M., and Wilson, D. S. 1999. Dawkins Revisited: A Reintroduction of Multilevel Selection Theory to the Anthropological Sciences. *American Journal of Physical Anthropology*, 28S: 171.
- Kniffin, K. M., and Wilson, D. S. 1999. What is Good is Beautiful. *American Journal of Human Biology*, 11: 118.

### **Book Chapters and Working Papers:**

- Hanks, A. S., Kniffin, K. M., Qian, X., Wang, B., and Weinberg, B. A. 2022. First Foot Forward: A Two-Step Econometric Method for Parsing and Estimating the Impacts of Multiple Identities. National Bureau of Economic Research (NBER) Working Paper #30293. doi:[10.3386/w30293](https://doi.org/10.3386/w30293)
- Kniffin, K. M., Hanks, A. S., Qian, X., Wang, B., and Weinberg, B. A. 2020. Dissertators with Distantly Related Foci Face Divergent Near-Term Outcomes. National Bureau of Economic Research (NBER) Working Paper #27825. doi:[10.3386/w27825](https://doi.org/10.3386/w27825)

- Kniffin, K. M. 2019. Multilevel Selection Theory. In *Encyclopedia of Evolutionary Psychological Science*. T. K. Shackelford & V. A. Weekes-Shackelford, eds. New York, NY: Springer.  
doi:[10.1007/978-3-319-16999-6\\_647-1](https://doi.org/10.1007/978-3-319-16999-6_647-1)
- Kniffin, K. M., and Hanks, A. S. 2013. Boundary Spanning in Academia: Antecedents and Near-Term Consequences of Academic Entrepreneurialism. Cornell Higher Education Research Institute (CHERI) Working Paper 158, October.
- Kniffin, K. M., and Hanks, A. S. 2013. Revisiting Gladwell's Hockey Players: Influence of Relative Age Effects upon Earning the PhD. Cornell Higher Education Research Institute (CHERI) Working Paper 157, October.
- Kniffin, K. M. 2010. Organizing to Organize: The Case of a Successful Long-Haul Campaign for Collective Bargaining Rights. Cornell Higher Education Research Institute (CHERI) Working Paper 138, December.
- Kniffin, K. M., Wilson, D. S., and Schloss, J. P. 2003. Research on Evolutionary Biology. In *Research on Altruism and Love*. S. G. Post et al, eds. Pp. 137-182. Radnor, PA: Templeton Foundation Press.
- Wilson, D. S., and Kniffin, K. M. 2003. Altruism from an Evolutionary Perspective. In *Research on Altruism and Love*. S. G. Post et al, eds. Pp. 117-136. Radnor, PA: Templeton Foundation Press.

### **Sponsored Research Activities:**

- Principal Investigator, "Training to Find Gaps, not Fall through the Cracks: Research and Guidance for Policy Makers, Interdisciplinary Graduate Students, and their Institutions." \$2,452,806 (Cornell portion: \$495,613), National Science Foundation (NSF) Education and Human Resources (EHR) Program on STEM Workforce Development (6/21-5/26).
- Principal Investigator and Lead Author, "Enhancing the Effectiveness of Soft Skills Among STEM Doctoral Students," \$11,500, Cornell Center for Social Sciences (11/21-10/22)
- Principal Investigator and Lead Author, "Who Conducts Interdisciplinary Academic Research? Assessing Measures, Antecedents, Outcomes, and Trends," \$477,224 (Cornell portion: \$239,828), National Science Foundation (NSF) Education and Human Resources (EHR) Program on STEM Workforce Development (5/18-4/22)
- Principal Investigator and Lead Author, "Cornell University Sports Industry Research Conference," \$4,990, Cornell Center for Social Sciences (3/20-present)
- Co-Principal Investigator and Co-Author, "Moral Values and Perceptions of COVID-19 Impact and Recovery," \$2,340, Cornell Center for Social Sciences (4/20-10/20)

Co-Principal Investigator and Author, "The Impact of Social Eating Patterns on Workplace Productivity and Organizational Commitment: Initiating a Program of Firefighter Research," \$7,969, Cornell University Institute for the Social Sciences (11/10-6/11)

Research Consultant, various projects, Center for Credit Union Research, University of Wisconsin-Madison School of Business (8/02-7/03)

Research Assistant, "Annotated bibliography and critical review of altruism from an evolutionary perspective" (with David Sloan Wilson), The Institute for Research on Unlimited Love, Case Western Reserve University (2001-2003)

Research Assistant, "Survey of Environmental Awareness and Educational Needs for Citizens Living and Working near Superfund Site on 93 Main Street, Binghamton, NY," Broome County (NY) Department of Health, Opportunities for Broome, and First Ward Action Council (2001-2002)

Research Assistant, Department of Anthropology, University of Pennsylvania, collected data for comparative study on transmission of prostate cancer risk factors (1996)

### **Restricted Data Usage Licenses:**

National Center for Science and Engineering Statistics (NCSES), National Science Foundation (NSF), 2012-present

United States Census Bureau Federal Statistical Research Data Center (FSRDC), 2021-2026 (with Special Sworn Status)

Institute for Research on Innovation and Science (IRIS), 2018-present

National Collegiate Athletic Association (NCAA), 2015-2017

### **Manuscripts in Review and Revision: (\* indicates student co-author)**

Kniffin, K. M., Tang, S., and Doris, J.M. When Height Doesn't Help: The Morphological Composition of Groups Shapes How They are Perceived. *Resubmission Invited by Organizational Behavior and Human Decision Processes.*

Kniffin, K. M., Hanks, A. S., Qian, X., Wang, B., Leahey, E., and Weinberg, B. Converging on the Costs of Convergence: Conflicts at the Level of Careers. *Resubmission in prep for American Journal of Sociology.*

Kniffin, K. M., Masters-Waage, T. C., Guitierrez, A.,\* Edema-Sillo, E.,\* Madera, J., Henderson, E., Lindner, P., and Spitzmueller, C. Interdisciplinary Experience Bumpier But Comparable Paths to Tenure: Faculty Voting Patterns, Tastes for Coherence, and Deans' Policy Recommendations. *Revision invited for Research Policy.*

- Kniffin, K. M., Hanks, A. S., Qian, X., Wang, B., and Weinberg, B. On the Harm of Rewarding A, While Encouraging B: Eclecticism in Business and Other Fields: A focus on career experiences. *Submitted to Administrative Science Quarterly*.
- Hanks, A. S., Kniffin, K. M., Qian, X., Wang, B., and Weinberg, B. Premium or Penalty? Outcomes of Interdisciplinary Behavioral Science Researchers. *Submitted and Invited for Journal of Economic Behavior and Organization*.
- Hanks, A. S., Kniffin, K. M., Qian, X., Wang, B., and Weinberg, B. First Foot Forward: A Two-Step Econometric Method for Parsing and Estimating the Impacts of Multiple Identities. *Resubmission in prep (as corresponding author) for Organizational Research Methods*.
- Kniffin, K. M., and Lucas, B. J. How and When Anticipated Executive Expectations Recycle Social Class Inequality. *Resubmission in prep for Journal of Experimental Social Psychology*.
- Kniffin, K. M., Sine, W. D. and Ross, M.\* Drawing Out Implicit Leader Theories: A prototype-based intervention.
- Kniffin, K. M., and van Vugt, M. Leading or Managing? A Dual-Focus Model to Influence People and Run Organizations.
- Kniffin, K. M. Pay Transparency as a Leveling Tool for Doctoral Graduates.
- Kassenoff, J.,\* and Kniffin, K. M. One-month wonders: The effect of random performances on talent evaluation in baseball.
- Eckmann, J.,\* and Kniffin, K. M. On the Limits of Being a Lucky Loser: Wild Cards and Qualifiers Outperform Rank in Grand Slam Tennis Tournaments.

### Book Reviews:

- Kniffin, K. M. 2013. Review of *The Darwin Economy: Liberty, competition, and the common good* by R. H. Frank, Princeton University Press, 2010. *Academy of Management Learning & Education*, 12: 146-148.
- Kniffin, K. M. 2012. Review of *Social Justice and the Experience of Emotion* by R. Cropanzano, J. H. Stein, & T. Nadisic, Routledge Academic, 2011. *Personnel Psychology*, 65: 932-935.
- Kniffin, K. M. 2011. Review of *The Western Illusion of Human Nature* by M. Sahlin, Prickly Paradigm Press, 2008. *Theory in Action*, 4: 89-91.
- Kniffin, K. M. 2009. Review of *Stories, Visions and Values in Voluntary Organisations* by C. Schwabenland, Aldershot, 2006. *Management Learning*, 40:107-109.

## Conference Presentations:

Kniffin, K. M. Pay Transparency as a Levelling Tool for (Prospective) Graduate Students and Programs. Academy of Management Annual Meeting, Copenhagen, Denmark, July 2025.

Kniffin, K. M. Eclecticism in Business and Other Fields (as agenda-setting segment for “Navigating a ‘Meso’ Research Career” workshop). Academy of Management Annual Meeting, Chicago, IL, August 2024.

Kniffin, K. M., Hanks, A. S., Marion, M., Milojevic, S., & Weinberg, B. The Nature of Scientific Teams. Academy of Management Annual Meeting, Chicago, IL, August 2024.

Kniffin, K. M., Guitierrez, A., Madera, J. M., Spitzmueller, C., Henderson, E., Edema-Sillo, E., & Lindner, P. Are Dual-Appointed Faculty Evaluated Differently than Faculty with Single Appointments? International Conference on the Science of Science and Innovation (ICSSI), Washington, DC, July 2024.

Kniffin, K. M., Guitierrez, A., Madera, J. M., Spitzmueller, C., Henderson, E., Edema-Sillo, E., & Lindner, P. Are Dual-Appointed Faculty Evaluated Differently than Faculty with Single Appointments? National Science Foundation (NSF) Principal Investigators conference, Arlington, VA, May 2024.

Kniffin, K. M., Guitierrez, A., Madera, J. M., Spitzmueller, C., Henderson, E., Edema-Sillo, E., & Lindner, P. Are Dual-Appointed Faculty Evaluated Differently than Faculty with Single Appointments? Academy of Management Annual Meeting, Boston, MA, August 2023.

Kniffin, K. M., & Doris, J. M. Sizing Up Social Harmony: How Height is Valued for Power-Equal Teams. Academy of Management Annual Meeting, Boston, MA, August 2023.

Kniffin, K. M., Sine, W. D., & Ross, M. Drawing Out Implicit Entrepreneurial Leader Theories: A prototype-based intervention. Institutions and Entrepreneurship Conference, McGill University, Montreal, Canada, June 2023.

Kniffin, K. M., Hanks, A. S., Qian, X., Wang, B., & Weinberg, B. Walking and Talking Interdisciplinarity, Atlanta Conference on Science and Innovation Policy, Atlanta, GA, May 2023.

Kniffin, K. M., Doris, J. M. & Davis, J. M. Looking Up to Leaders: The influence of height stereotypes for teams. Academy of Management Annual Meeting, Seattle, WA, August 2022.

Kniffin, K. M. & Hildreth, J. A. D. Magnets of Collaboration: When salary disparity is a draw rather than a drag for teaming. Academy of Management Annual Meeting, Seattle, August 2022.



- Kniffin, K. M., Hanks, A. S., Qian, X., Wang, B., & Weinberg, B. Eclecticism in Business and Other Fields, International Conference on Computational Social Science (IC2S2), Chicago, IL, July 2022
- Kniffin, K. M., Hanks, A. S., Qian, X., Wang, B., & Weinberg, B. Talking and Walking Interdisciplinarity Across Fields, International Conference on the Science of Science and Innovation (ICSSI), Washington, DC, June 2022
- Kniffin, K. M., Hanks, A. S., Qian, X., Wang, B., & Weinberg, B. Dissertators with Distantly Related Foci Face Divergent Near-Term Outcomes, People & Organizations Conference (hosted by The Wharton School), Virtual, September 2021
- Kniffin, K. M., Hanks, A. S., Qian, X., Wang, B., & Weinberg, B. Dissertators with Distantly Related Foci Face Divergent Near-Term Outcomes, Academy of Management Annual Meeting, Virtual, August 2021
- Kniffin, K. M. & Hildreth, J. A. D. Out of Office, Out of Mind? Remote workers care less about co-workers' wages. Accepted for Academy of Management's Organizational Behavior Plenary Session on COVID-19, August 2020.
- Kniffin, K. M. & Hildreth, J. A. D. Influence of Salary Disparities on Teaming. International Association for Conflict Management (IACM), July 2020.
- Kniffin, K. M. Using Sports in the Classroom. Academy of Management Annual Meeting, Boston, MA, August 2019.
- Kniffin, K. M., & Hanks, A. S. Do Interdisciplinary Researchers Join Teams? Collective Intelligence conference, Pittsburgh PA, June 2019.
- Kniffin, K. M., & Hanks, A. S. Do Interdisciplinary Researchers Tend to Join Teams? International Science of Team Science (InSciTS) conference, Lansing, MI, May 2019.
- Kniffin, K. M. Integrating Evolutionary Perspectives into Organizational Behavior. Academy of Management Annual Meeting, Chicago, IL, August 2018.
- Kniffin, K. M. Does Teamwork Spillover? Prosocial Behaviors and Attitudes Among Intercollegiate Athletes. North American Society for Sport Management (NASSM) Conference, Halifax, Nova Scotia, June, 2018.
- Kniffin, K. M. Are Entry Drafts Centrally Important for Competitive Balance? Affirmative Evidence from the National Basketball Association, 2000-2016. North American Society for Sport Management (NASSM) Conference, Halifax, Nova Scotia, June, 2018.
- Kniffin, K. M. Teamwork, Time, and the Relative Risks of Interdisciplinary Research. Interdisciplinary Network for Group Research (INGRoup) conference, Bethesda, MD, July 2018.

- Kniffin, K. M., Davis, J., & Hilbrich, C. A Timeout is a Timeout is a Timeout? Effects of a Rule Change in the National Hockey League. New England Symposium for Statistics in Sports (NESSIS), Harvard University, September 2017.
- Kniffin, K. M., Just, D. R., & Bogan, V. L. “Big Men” in the Office: The gender-specific influences on weight upon persuasiveness. Academy of Management Annual Meeting, Atlanta, GA, August 2017.
- Kniffin, K. M. & Palacio, D. Trash-Talking and Trolling. Human Behavior and Evolution Society Meeting, Boise, Idaho, June 2017.
- Kniffin, K. M. & Detert, J. R. Paying for Leadership (in More Ways than One). Academy of Management Annual Meeting, Anaheim, CA, August 2016.
- Kniffin, K. M. & Hanks, A. S. Boundary Spanning in Academia: Antecedents and Near-Term Consequences of Academic Entrepreneurialism. Academy of Management Annual Meeting, Anaheim, CA, August 2016.
- Kniffin, K. M. Sensitivity to Relative Salary Varies by Sex and Individual Differences. Human Behavior and Evolution Society Meeting, Vancouver, BC, June 2016.
- Kniffin, K. M. & Hanks, A. S. Is Everything Awesome When You’re Part of a Team? Science of Team Science meeting, Phoenix, AZ, May 2016.
- Kniffin, K. M., Taylor, M. J., Fiore, A. J., & Buczek, C. Persistent Effects of Hiring Priority: The myth of the rejected underdog. Academy of Management Annual Meeting, Vancouver, BC, August 2015.
- Kniffin, K. M. Team Sports as a Formative Environment for Group-Serving Values? Interdisciplinary Network for Group Research (INGRoup) conference, Pittsburgh, PA, July 2015.
- Kniffin, K. M. & Hanks, A. S. Boundary Spanning in Academia: Antecedents and Near-Term Consequences of Academic Entrepreneurialism. Science of Team Science conference, Bethesda, MD, June 2015.
- Kniffin, K. M., Reeves-Ellington, R., & Wilson, D. S. Priced for Winners. Association for Psychological Science, New York, NY, May 2015.
- Kniffin, K. M. Cooperating Over Food and Fire: Organizational Benefits of Commensality Among Firefighters. Academy of Management Annual Meeting, Orlando, FL, August 2013.
- Kniffin, K. M. Pretty Politicians: An evolutionary model of leadership and physical attractiveness. Academy of Management Annual Meeting, Boston, MA, August 2012.
- Kniffin, K. M. Walking the Talk of Interdisciplinary Management Education. Academy of Management Annual Meeting, San Antonio, TX, August 2011.

- Kniffin, K. M., Reeves-Ellington, R. E., & Wilson, D. S. Looking Back at Saturn: A different kind of automobile company? Academy of Management Annual Meeting, San Antonio, TX, August 2011
- Kniffin, K. M. Organizing to Organize: The case of a successful long-haul campaign for collective bargaining rights. Labor and Employment Relations Association, Denver, CO, January 2011.
- Kniffin, K. M. What is Good is Beautiful? Evolutionary perspectives on big organizations. Human Behavior and Evolution Society conference, Eugene, OR, June 2010.
- Kniffin, K. M., Reeves-Ellington, R. E., & Wilson, D. S. Looking Back at Saturn: A different kind of automobile company? Consumer Culture Theory Conference, Madison, WI, June 2010.
- Kniffin, K. M. Gossiping for the Good of the Group. Behavioral InterDisciplinary Affiliation (BIDA) Seminar Series, University of Wisconsin-Madison, January 2009.
- Kniffin, K. M. What is Good is Beautiful: An old-fashioned, evolutionary look at physical attractiveness. Behavioral InterDisciplinary Affiliation (BIDA) Seminar Series, University of Wisconsin-Madison, April 2005.
- Kniffin, K. M. What is Good is Beautiful: An old-fashioned, evolutionary look at physical attractiveness. Department of Anthropology, University of Wisconsin-Madison, April 2004.
- Kniffin, K. M. Corporate Personhood, Biological Fictions, and Multilevel Selection Theory. Fifth Annual Society for Evolutionary Analysis of Law (SEAL) Scholarship Conference, Vanderbilt University School of Law, Nashville, TN, October 2002.
- Kniffin, K. M. & Wilson, D. S. Applications of multilevel selection theory to human business organizations. 14th Annual Meeting of the Human Behavior and Evolution Society, New Brunswick, New Jersey, June 2002.
- Kniffin, K. M. & Wilson, D. S. Applications of multilevel selection theory to human business organizations. 26th Annual Biological Sciences Research Symposium, SUNY Binghamton, New York, October 2001.
- Kniffin, K. M. & Wilson, D. S. What is good is beautiful. 12th Annual Meeting of the Human Behavior and Evolution Society, Amherst, Massachusetts, June 2000.
- Kniffin, K. M. Human biology of occupational status and gender differences among tourism workers in Hawaii. Ph.D. Colloquium, Department of Anthropology, SUNY Binghamton, New York, November 1999.
- Kniffin, K. M. & Wilson, D. S. Dawkins revisited: Illustrations of multilevel selection theory. Meeting of American Association of Physical Anthropologists, Columbus, Ohio, April 1999.

Kniffin, K. M. & Wilson, D. S. What is good is beautiful. Poster presentation. Human Biology Association, Columbus, Ohio, April 1999.

Kniffin, K. M. & Wilson, D. S. Selfish genes or selfish teams: Illustrations of multilevel selection theory. 97th Annual Meeting of the American Anthropological Association, Philadelphia, Pennsylvania, December 1998.

Kniffin, K. M. & Wilson, D. S. Dawkins revisited: A reintroduction of multilevel selection theory to the anthropological sciences. 23rd Annual Biological Sciences Research Symposium, SUNY Binghamton, New York, November 1998.

Kniffin, K. M. Evolutionary explanations for suicide. Clinical Campus Poster Symposia, Binghamton, New York, November 1998.

Kniffin, K. M. & Wilson, D. S. What is good is beautiful. Fifth Congress of Association of Latin American Biological Anthropologists, Havana, Cuba, October 1998.

Kniffin, K. M. & Wilson, D. S. Gossiping for the good of the group. Tenth Annual Meeting of the Human Behavior and Evolution Society, Davis, California, July 1998.

### **Conference Symposia and Workshops Organized:**

New Insights into the Science of Science and Scientists [Symposium],  
3<sup>rd</sup> Annual edition of the Symposium  
Organized, Academy of Management 2025

Navigating Large-Scale Collaborations: Mega-studies, crowdsourced research, & massive meta-analyses [Professional Development Workshop (PDW)],  
Organized, Academy of Management 2025

Navigating a “Meso” Research Career [PDW],  
Organized, Academy of Management 2024

New Insights into the Science of Science and Scientists [Symposium],  
2<sup>nd</sup> Annual edition of the Symposium, designated as a “Showcase Symposium”  
Organized, Academy of Management 2024

New Insights into the Science of Science and Scientists [Symposium],  
Organized, Academy of Management 2023

Evolutionary Theory’s Practical Relevance for Management Research, Teaching, and Action  
Organized [PDW], Academy of Management 2022.

New Data and Funding for Research on Innovation and Science [PDW]  
Co-Organized with Jason Owen-Smith, Academy of Management 2020.

Using Sports in the Classroom [PDW]  
Co-Organized with Richard Wolfe, Academy of Management 2019.

From Dominance to Leadership: Emerging lessons from the ancestral past [Symposium]  
Co-Organized with Mark van Vugt, Academy of Management 2017.

Making Universities More Meaningful: How can intercollegiate athletics be leveraged to do so?  
[Caucus] Co-Organized with Richard Wolfe, Academy of Management 2016.

Staffing Star Performers: Lessons from the National Football League (NFL) [Symposium]  
Co-organized with Brian Hoffman, Academy of Management 2015.

### **Invited Talks**

Kniffin, K. M. Eclecticism in Business and Other Fields. The Ohio State University  
Department of Management and Human Resources, Columbus, OH, April 2024.

Kniffin, K. M. Eclecticism in Business and Other Fields. London Business School, London,  
UK, February, 2024.

Kniffin, K. M. Eclecticism in Business and Other Fields. Cambridge Judge Business School,  
Cambridge, UK, February, 2024.

Kniffin, K. M. Are Dual-Appointed Faculty Evaluated Differently than Faculty with  
Single Appointments? Management & Organizations Area Research Workshop. Cornell  
University, Ithaca, NY, May 2023.

Kniffin, K. M. Introducing the Leading and Managing Behavioral Index. Rutgers University  
School of Management and Labor Relations, April 2023.

Kniffin, K. M. Introducing the Leading and Managing Behavioral Index. New Directions in  
Leadership Research (NDLR) conference, UVA Darden School, November 2022.

Kniffin, K. M. Inefficiencies in Teammate Selection and Organizational Implications.  
Management & Organizations Area Research Workshop. Cornell University, Ithaca, NY,  
September 2022.

Kniffin, K. M. Discussant (focused on COVID-19's impacts) for new Consensus Report,  
Understanding the Aging Workforce: Defining a Research Agenda. National Academy of  
Sciences (NAS). Virtual (hosted by the NAS), July 2022.

Kniffin, K. M. Introducing the Leading and Managing Behavioral Index. Micro-Organizational  
Behavior Research Camp. Ithaca, June 2022.

Kniffin, K. M. New Research on Doctoral Students' Experiences and Wellbeing. Moral  
Psychology and Technology conference. Ithaca, June 2022.

Kniffin, K. M. COVID-19 and the Workplace. Association for Psychological Science Pre-  
Conference Speaker, Chicago, IL, May 2022.

- Kniffin, K. M. Introducing the Leading Managing Behavioral Index. VU Amsterdam Leadership Lab, May 2022.
- Kniffin, K. M. Eclecticism in Business and other fields. Tel Aviv University Department of Organization and Management, May 2022.
- Kniffin, K. M. Panelist for “Research and Career Advancement Across Academia and Industry.” Academy of Management Strategy Division (Virtual), April 2022.
- Kniffin, K. M. Eclecticism in Business and other fields. NTU Singapore Department of Leadership, Management, and Organization, March 2022.
- Kniffin, K. M. Eclecticism in Business and other fields. Baylor University Department of Entrepreneurship and Corporate Innovation, October 2021.
- Kniffin, K. M. Teamwork, Leadership, and Convergence Skills as Avenues for Success. Dyson School Seminar Series. Cornell University, Ithaca, NY, October 2021.
- Kniffin, K. M. Eclecticism in Business and other fields. Management & Organizations Area Research Workshop. Cornell University, Ithaca, NY, September 2021.
- Kniffin, K. M. COVID-19 and the Workplace. American Psychological Association (APA) President’s Forum, Virtual, May 2021.
- Kniffin, K. M. Why Do People (Not) Cooperate? Moral Psychology Brown Bag Series, Cornell University, Ithaca, NY, February 2020.
- Kniffin, K. M. Antecedents and Consequences of Sponsored Teaming among STEM Doctoral Graduates. Institute for Research on Innovation and Science (IRIS) conference, University of Michigan, Ann Arbor, MI, September 2019.
- Kniffin, K. M. Risks and Rewards at the Intersection of Teaming and Interdisciplinarity. Management & Organizations Area Research Bootcamp. Cornell University, Ithaca, NY, May 2019.
- Kniffin, K. M. Adventures in Groups, Teams, and Venn Diagrams. Behavioral Economics and Decision Research (BEDR) Spring Showcase. Cornell University, Ithaca, NY, January 2019.
- Kniffin, K. M. Leadership and Management in Sports. VU Amsterdam, The Netherlands, May 2018.
- Kniffin, K. M. Leaders Versus Managers: Assessing prototypes and altering their impact on decision-making. Carson College of Business, Washington State University (WSU), Pullman, WA, November 2017.
- Kniffin, K. M. Using Sports as a Model Domain for Principles of Individual and Organizational Behavior. School of Economic Sciences, WSU, November 2017.

Kniffin, K. M. Paying for Leadership (in more ways than one). Management & Organizations Area, SC Johnson College of Business, Cornell University, Ithaca, NY, May 2017.

Kniffin, K. M. Why Sports in Schools are Important for Student Success. Lehigh University Mountain Talks, Bethlehem, PA, April 2017.

Kniffin, K. M. [Semesterly Presentations for University-Wide Micro-OB Group.] Cornell University, Ithaca, NY, Fall 2013-Spring 2016.

Kniffin, K. M. (Mis)Applications of Biological Theories of the Firm. National Evolutionary Synthesis Center (NESCent) workshop on Integrating Evolutionary Theory with Behavioral Economics, Durham, NC, November 2011.

Kniffin, K. M. An evolutionary approach to compensation within firms. Max Planck Institute of Economics, Jena, Germany, June 2011.

Kniffin, K. M. Firehouse Food Project. National Evolutionary Synthesis Center (NESCent) workshop on Integrating Evolutionary Theory with Behavioral Economics, Durham, NC, May 2011.

Kniffin, K. M. Gossiping for the Good of the Group: Evolutionary perspectives on salaries, physical attractiveness, and social organization. Department of Neurobiology and Behavior, Cornell University, May 2010.

Kniffin, K. M. What is Good is Beautiful: An old-fashioned, evolutionary look at physical attractiveness. UW-Madison Psychology Honors Seminar, February 2006.

### **Teaching Experience (3-credit courses unless otherwise noted)**

Organizational Behavior (AEM 3245/6245), Cornell University (Fall 2025)  
(78 students)

Leadership and Management in Sports (AEM 3320/6325), Cornell University (Fall 2025)  
(100 students)

Global Citizenship Seminar (AEM 5305), Cornell University (Fall 2025) (1 credit)  
(111 students)

Organizational Behavior (AEM 3245/6245), Cornell University (Fall 2024)  
Overall Rating: 4.6/5.0 (70 students)

Leadership and Management in Sports (AEM 3320/6325), Cornell University (Fall 2024)  
Overall Rating: 4.6/5.0 (94 students)

Global Citizenship Seminar (AEM 5305), Cornell University (Fall 2024) (1 credit)  
Overall Rating: 4/5 (90 students)

- Global Citizenship Seminar (AEM 5305), Cornell University (Spring 2024)  
Overall Rating: 4.3/5.0 (30 students) (1 credit)
- Organizational Behavior (AEM 3245/6245), Cornell University (Fall 2023)  
Overall Rating: 4.5/5.0 (95 students)
- Global Citizenship Seminar (AEM 5305), Cornell University (Fall 2023)  
Overall Rating: 4.2/5.0 (76 students) (1 credit)
- Leadership and Management in Sports (AEM 3320/6325), Cornell University (Fall 2023)  
Overall Rating: 4.4/5.0 (95 students)
- Global Citizenship Seminar (AEM 5305), Cornell University (Spring 2023)  
(30 students) (1 credit)
- Leadership and Management in Sports (AEM 3320/6325), Cornell University (Fall 2022)  
Overall Rating: 4.4/5.0 (95 students)
- Organizational Behavior (AEM 3245/6245), Cornell University (Fall 2022)  
Overall Rating: 4.6/5.0 (78 students) (1 credit)
- Global Citizenship Seminar (AEM 5305), Cornell University (Fall 2022)  
Overall Rating: 4.3/5.0 (78 students) (1 credit)
- Global Citizenship Seminar (AEM 5305), Cornell University (Spring 2022)  
(30 students) (1 credit)
- Organizational Behavior (AEM 3245/6245), Cornell University (Fall 2021)  
Overall Rating (masked): 4.3/5.0 (79 students)
- Leadership and Management in Sports (AEM 3320/6325), Cornell University (Fall 2021)  
Overall Rating (masked): 4.3/5.0 (96 students)
- Global Citizenship Seminar (AEM 5305), Cornell University (Fall 2021)  
Overall Rating (masked): 4.6/5.0 (92 students) (1 credit)
- Organizational Behavior (AEM 3245/6245), Cornell University (Fall 2020)  
Overall Rating (online): 4.5/5.0 (55 students)
- Leadership and Management in Sports (AEM 3320/6325), Cornell University (Fall 2020)  
Overall Rating (online): 4.5/5.0 (98 students)
- Global Citizenship Seminar (AEM 5305), Cornell University (Spring 2020)  
Overall Rating (online): 4.8/5.0 (35 students) (1 credit)
- Organizational Behavior (AEM 3245/6245), Cornell University (Fall 2019)  
Overall Rating: 4.8/5.0 (56 students)



Leadership and Management in Sports (AEM 3320/6325), Cornell University (Fall 2019)  
Overall Rating: 4.7/5.0 (65 students)

Organizational Behavior (AEM 3245/6245), Cornell University (Fall 2018)  
Overall Rating: 4.4/5.0 (59 students)

Leadership and Management in Sports (AEM 3320/6325), Cornell University (Fall 2018)  
Overall Rating: 4.7/5.0 (59 students)

Organizational Behavior (AEM 3245/6245), Cornell University (Fall 2017)  
Overall Rating: 4.7/5.0 (61 students)

Leadership and Management in Sports (AEM 3320/6325), Cornell University (Fall 2017)  
Overall Rating: 4.9/5.0 (64 students)

Organizational Behavior (AEM 3245/6245), Cornell University (Fall 2016)  
Overall Rating: 4.8/5.0 (63 students)

Leadership and Management in Sports (AEM 3320/6325), Cornell University (Fall 2016)  
Overall Rating: 4.7/5.0 (66 students)

Organizational Behavior (AEM 3245), Cornell University (Fall 2015)  
Overall Rating: 4.8/5.0 (41 students)

Leadership and Management in Sports (AEM 3320/6325), Cornell University (Fall 2015)  
Overall Rating: 4.7/5.0 (82 students)

Leadership and Management in Sports (AEM 3320/6325), Cornell University (Fall 2014)  
Overall Rating: 4.7/5.0 (97 students)

Leadership and Management in Sports (AEM 3320), Cornell University (Fall 2013)  
Overall Rating: 4.6/5.0 (54 students)

Leadership and Management in Sports (AEM 4940), Cornell University (Fall 2012)  
Overall Rating: 4.7/5.0 (31 students)

Leading Professional Organizations (AEM 4940), Cornell University (Fall 2011)  
Overall Rating: 4.1/5.0 (7 students)

Undergraduate Seminar (ANTH 490), UW-Madison (2003)  
Overall Rating: 4.2/5.0

## **Graduate Student Advisees**

Ziheng Xu, MS (Dyson School), 2024-present (Chair)  
Jeffry Clausen, MS (Dyson School), 2024-present (Chair)  
Sahn Kim, MS (Dyson School), 2025-present (Chair)  
Joshua Eckmann, MS (Dyson School), 2022-2024 (Chair)

Joey Kassenoff, MS (Dyson School), 2022-2024 (Chair)  
 Riley Leonard, MS (Dyson School), 2022-2024 (Chair)  
 Tiffany Darabi, PhD (ILR), 2022-present (Committee member)  
 Zhenke Wei, MS (Dyson School), 2023-present (Committee member)  
 Hussam Kanaan, MS (Johnson Graduate School of Management), 2022 (Committee member)  
 Dong Joon Park, PhD (University of Arizona), 2023-present (Committee member)  
 Silviu Tanasoiu, MPS (Dyson School), 2020-21 (Chair)

## Select Media Coverage Of Research

COVID-19 and the Workplace: [The Washington Post](#) (September 1, 2022), [APA Monitor on Psychology](#) (January, 2021), [Harvard Business School Working Knowledge](#) (August 13, 2020), [BusinessThink](#) (August 13, 2020), [Forbes](#) (September 10, 2020), [Dyson Business Feed](#) (September 25, 2020), [Sacramento State News](#) (September 30, 2020), [Psychology Today](#) (March 5, 2021), [Monitor on Psychology](#) (January 1, 2022)

Leadership and Management: [MIT Sloan Management Review](#) (December 21, 2022), [Academy of Management Insights](#) (November 5, 2019), [Cornell Chronicle](#) (February 16, 2021), [MIT Sloan Management Review](#) (April 6, 2021)

Youth Sports as a Correlate for Adult Leadership: [Money](#) (August 19, 2016); Real Simple (September 2015); [The Atlantic](#) (May 28, 2015); [New York Times](#) (October 22, 2014); [Business Insider](#) (June 5, 2015); [ABC News Radio](#) (June 19, 2014); [Forbes](#) (June 19, 2014); [Fortune](#) (June 19, 2014); [Wall Street Journal Digital Edition](#) (June 20, 2014)

Big Men in The Office: [Ladders](#) (January 28, 2020), [Esquire](#) (February 1, 2020), [Huffington Post](#) (February 12, 2020), Cornell Daily Sun (February 20, 2020)

Music as a Mechanism for Cooperative Behavior within Groups: [Fast Company](#) (September 16, 2016); New York Magazine's [The Science of Us](#) (August 29, 2016); [Psychology Today](#) (August 31, 2016); [Scientific American](#) (August 30, 2016); [Washington Post](#) (August 26, 2016)

Commensality among Firefighter Platoons as a Mechanism for Social Bonding: [Harvard Business Review](#) (June 9, 2025); The Economist (April 19, 2025); [Success](#) (July 6, 2023); Bloomberg Law (August 30, 2018); [Fast Company](#) (January 5, 2016); [Harvard Business Review](#) (December 2015); Bild der Wissenschaft (Germany) (July 11, 2012); The Times of India (July 13, 2012); The Daily Telegraph (London) (July 13, 2012); Daily Mail (London) (July 13, 2012); [Los Angeles Times](#) (July 11, 2012); [The Toronto Star](#) (July 17, 2012); La Repubblica (Rome) (July 19, 2012); [The Boston Globe](#) (July 29, 2012); Magazines: Prevention, Cosmopolitan, Allure, and Men's Health

Importance of Relative Age Effect on Educational Outcomes: [The Atlantic](#) (August 13, 2015)

Workplace and Organizational Gossip Research: [APA Monitor on Psychology](#) (April 2006); Daily Mail (London) (August 22, 2005); Independent on Sunday (London) (August 21, 2005); MSNBC Connected co-hosted by Ron Reagan (August 25, 2005); [Pittsburgh Post-Gazette](#) (May 14, 2006); Sydney Morning Herald (Australia) (August 20, 2005); [The Globe and Mail](#) (April 26, 2006); The

International Herald Tribune (August 16, 2005); [The New York Times Science Times](#) (Pg. 1, August 16, 2005); [The New Zealand Herald](#) (August 21, 2005); UPI (August 23, 2005); Wisconsin Public Radio (1-hour) Conversations with Kathleen Dunn (August 17, 2005)

Organizational Filter for Physical Attractiveness Research: Cornell University “What Makes Us Human?” podcast (December 10, 2018); [Business Insider](#) (December 10, 2014); [Washington Post](#) (October 15, 2014); The Advertiser (Australia) (May 14, 2004); Atlanta Journal-Constitution (July 11, 2004); BBC Radio (April 19, 2004); Daily Mail (London) (April 20, 2004); The Guardian (London) (April 22, 2004); Health (January/February 2005); Ladies’ Home Journal (October 2004); Men’s Health (July/August 2004); Psychology Today (August 2004); Wisconsin State Journal (August 22, 2004)

### **Referee Experience:**

Academy of Management Annual Meetings, National Science Foundation (NSF), *Academy of Management Review*, *Organizational Behavior & Human Decision Processes*, *Management Science*, *Academy of Management Perspectives*, *Journal of Management Studies*, *Journal of Business Ethics*, *Journal of Cross-Cultural Psychology*, *Small Business Economics*, *American Psychologist*, *Strategic Organization*, *Evolutionary Psychological Science*, *ILR Review*, *Economics and Human Biology*, *Personality and Social Psychology Bulletin*, *Translational Issues in Psychological Science*, *Evolution and Human Behavior*, *Journal of International Business Studies*, *Managerial and Decision Economics*, *International Business Review*, *Evolutionary Behavioral Sciences*, *Evolutionary Psychology*, *Human Organization*, *Behavioral and Brain Sciences*, *Psychological Reports*, *International Journal of Human Resource Management*, *Frontiers in Psychology*, *Adaptive Human Behavior and Physiology*, *Games*, *Applied Economics*, *Current Psychology*, *Journal of the Royal Society Interface*, *Journal of Applied Social Psychology*, *Journal of Bioeconomics*, *Tourism Management*, *Personality and Individual Differences*, *Group & Organization Management*, *Appetite*, *Frontiers in Cognition*, *Applied Economics*, *European Journal of Social Psychology*, *Journal of Behavioral and Applied Management*, *The Physician and Sports Medicine*, *Journal of Applied Statistics*, *The Open Psychologist*, *Scandinavian Journal of Psychology*, *Sustainability*, *Human Nature*, *Journal of Quantitative Analysis in Sports*, *Social Science Information*, *Computers in Human Behavior*, *Journal of Occupational and Environmental Medicine*, *Social Science Research*, *Public Health*, *Organizational Psychology Review*, *Journal of Leadership & Organizational Studies*

### **Editorial Experience:**

Editorial Review Board Member, *Academy of Management Discoveries* (2021 - present)  
Associate Editor, *Evolutionary Psychology* (2016 - present)  
Co-Editor, *Human Nature* Special Issue on Team Sports (2018)  
Section Editor, *Encyclopedia of Evolutionary Psychological Science* (2018)

### **Memberships in Scholarly Societies:**

American Economic Association (AEA), Academy of Management (AOM), Association for Psychological Science (APS), Interdisciplinary Network for Group Research (INGRoup), International Science of Team Science (InSciTS) Society, Sigma Xi

## Honors and Awards:

2024 Dyson School nominee, *Poets & Quants* Best Professor Award  
 2023 Outstanding Practitioner-Oriented Publication in OB Award for 2022 *MIT SMR* article  
 Top Articles of 2022, *MIT Sloan Management Review*  
 Top 10 Articles of 2021, American Psychological Association (2022)  
 CALS Innovative Teacher Award (2020)  
 Established Researcher Award, Institute for Research on Innovation & Science (IRIS) (2019)  
 Outstanding Reviewer, Academy of Management Organizational Behavior Division (2013)  
 National Science Foundation Graduate Research Fellowship, Honorable Mention (1997)  
 Lehigh University Williams Essay Writing Prize, "The Tragedy of the Common Folk" (1996)  
 Lehigh University Williams Senior Writing Prize, "Why Do People (Not) Cooperate?" (1995)  
 Sigma Xi (1995)  
 Departmental Honors (1995); Contribution to Student Life Award (1995)  
 Student Associate, Martindale Center for the Study of Private Enterprise (1994-1995)  
 Phi Beta Kappa (1994)  
 Dean's List (1992-1995, six semesters)  
 National Junior Tennis League Scholarship (1993-1995)  
 Phi Eta Sigma (1992)  
 College Scholar Program (1991-1995)  
 Trustee Scholarship (four-year full-tuition merit award) (1991-1995)

## School / College Service:

Chair, Dyson School Assurance of Learning Committee (Jan 2015-Jun 2024)  
 Member, Dyson School Curriculum Review Implementation Committee (2023-2024)  
 Member, Dyson School Curriculum Review Committee (2021-2023)  
 Member, Steering Committee – Innovation, Entrepreneurship, & Technology (IET) Theme, 2022-present  
 Member, College Faculty Policy Committee (CFPC), Fall 2021-Spring 2024  
 Member, PhD Applicant Review Committee, Management & Organizations Area, Spring 2022  
 Master of Ceremonies, Dyson Leads (New York City) event, March 2022  
 Guest Speaker, Introduction to LEEDR for MPS students and incoming Faculty, 2019-2021  
 Adviser, Cornell-VinUniversity AACSB Accreditation Planning, Spring 2021-Fall 2022  
 Guest Speaker, NRE 5170 Seminar in Micro Organizational Behavior, 2020-2021, 2023  
 Speaker / Panelist, CEMS Corporate Partner Conference, April 28, 2021  
 Co-Chair, Dyson School Leadership Capstone Committee, 2018-19  
 Fellow, Dyson School Faculty Fellows for Inclusive Excellence Program, 2020-2021  
 Presenter, Dyson School Instruction Panel for Spring 2021 (January 15, 2021)  
 Member, Business Simulation Lab Director Search, 2020  
 Member, Engaged Curriculum Grant Team, Collective Leadership Course, 2019-20  
 Member, Johnson School Innovation and Entrepreneurship Faculty Search, 2018-19  
 Member, Dyson by Design Committee, 2018-21  
 Member, Management & Organizations Area Fun Committee, 2018-20  
 Member, Engaged Curriculum Grant Team, Leadership Minor, 2015-16

**University Service:**

Member, Management Graduate Field (November 2018-present)  
 Member, Applied Economics Graduate Field (May 2019-present)  
 Member, Moral Psychology Minor Field (January 2020-present)  
 Reviewer, Cornell Center for Social Sciences Seed Grant program, 2019-present  
 Faculty Advisor, Varsity Men's Lacrosse Team, 2018-present  
 Member, Faculty Advisory Committee on Athletics and Physical Education, 2024-present  
 Speaker (on Team Science), Molecular Biology and Genetics Research Program, June 14, 2024  
 Member, Ad Hoc Faculty Committee for Athletic Director Search, 2022  
 Speaker, LEADBold City of Ithaca Professional Development, September 24, 2019  
 Homecoming Faculty Speaker, September 24, 2016  
 Cornell Club of Ithaca Guest Lecturer, February 14, 2015  
 Big Red Leadership Institute Leadership Summit, Panel Moderator, September 7, 2015  
 Cornell Football Program Career Development Day Guest Speaker, April 24, 2015  
 Cornell Entrepreneur Network (CEN) Homecoming Panel Moderator, September 21, 2013

**Professional Service (Beyond the University):**

Subject Matter Expert (SME), Academy of Management (AoM), 2021-present  
 Awards Committee Member, AoM Organizational Behavior Division, 2023-present  
 Session Moderator, International Conference on Science of Science and Innovation, 2024  
 Guest Speaker, U. S. Bureau of Labor Statistics Data Users Conference, May 17, 2023.  
 Review Panelist, National Science Foundation (NSF), 2019, 2020, 2021, 2022  
 Consulting Reviewer, Mathematica, U. S. Department of Labor, 2021  
 Guest Speaker, Business Group on Health, February 10, 2021  
 Grant Reviewer, Social Science and Humanities Research Council of Canada, 2020  
 Organizer, Multidisciplinary Team Award proposal, Academy of Management, 2020-2021  
 External Reviewer, Senior Faculty Performance Review, Central Michigan University, 2020  
 Sports and Business Board of Advisors, University of Michigan Ross School of Business, 2020-present  
 Expert Network Member, World Economic Forum (WEF), 2020-present

**Special Skills:**

Spanish (Intermediate-level)  
 Computer Software: SPSS, STATA, R, Anthropac

**Select Popular Writing:**

"Celebrate Work that Breaks Boundaries," World Economic Forum (weforum.org), November 13, 2020.  
 "Rooting From Home as a Model for Work From Home?" *The Hill*, November 3, 2020.  
 "Upbeat Music Can Make Employees More Cooperative," *Harvard Business Review* (HBR.org), August 28, 2016.

“Being a Good Leader Makes You More Attractive,” *Harvard Business Review* (HBR.org), December 4, 2014

**References (include):**

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