

MICHELLE M. DUGUID  
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Cornell University  
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## Academic Position

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Associate Dean of Diversity, Inclusion and Belonging, SC Johnson College of Business, Cornell University (2020-present)

Associate Professor of Management, Samuel Curtis Johnson Graduate School of Management, Cornell University (2017-present)

Assistant Professor of Organizational Behavior, Olin Business School, Washington University (2009-Present)

## Education

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**Cornell University**, Ithaca, NY  
School of Industrial and Labor Relations  
Ph.D. in Industrial and Labor Relations (August, 2008)  
Concentration: Organizational Behavior  
Minor: Human Resource Studies

**Cornell University**, Ithaca, NY  
School of Industrial and Labor Relations  
M. S. in Industrial and Labor Relations (September, 2005)  
Concentration: Organizational Behavior

**Howard University**, Washington, D. C.  
B.S. in Psychology, *Summa Cum Laude* (May, 2003)  
B.A. in Political Science, *Summa Cum Laude* (May, 2003)

## Research Interests

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Social status and power  
Group creativity and decision making  
Inter- and intra-group relations  
Diversity  
Social categorization

## Publications

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Duguid, M. M. & Goncalo, J. A. (2015). Squeezed in the middle: The middle status trade creativity for focus. *Journal of Personality and Social Psychology*, 109(4), 589-603.

Duguid, M. M. & Thomas-Hunt, M. C. (2015). Condoning stereotypes?: How awareness of stereotyping prevalence impacts expression of stereotypes. *Journal of Applied Psychology*, 100(2), 343-359.

Goncalo, J. A., Chatman, J. A., Duguid, M. M. & Kennedy J. A. (2014). Creativity from constraint? How the PC norm influences creativity in mixed-sex work groups. *Administrative Science Quarterly*, 60(1), 1-30.

Duguid, M. M., Loyd, D. L. & Tolbert, P. S. (2012). The impact of categorical status, numeric representation and work group prestige on preference for demographically similar others: A value threat approach. *Organization Science*, 23(2), 386-401.

Duguid, M. M. & Goncalo, J. A. (2012). Living large: The powerful overestimate their own height. *Psychological Science*, 23(1), 36-40.

Goncalo, J. A. & Duguid, M. M. (2012). Follow the crowd in a new direction: When conformity pressure facilitates group creativity (and when it does not). *Organizational Behavior and Human Decision Processes*, 118(1), 14–23.

Duguid, M. M. (2011). Female tokens in high-prestige work groups: Catalysts or inhibitors of group diversification? *Organizational Behavior and Human Decision Processes*, 116, 104-115.

Goncalo, J. A. & Duguid, M. M. (2008). Hidden consequences of the group serving bias: Causal attributions and the quality of group decision-making. *Organizational Behavior and Human Decision Processes*, 107, 219-233.

Phillips, K. W., Duguid, M. M., Thomas-Hunt, M. C., & Uparna, J. (2013). Diversity as knowledge exchange: The roles of information processing, expertise, status and power. In Roberson, Q., *The Oxford Handbook on Diversity*.

Chatman, J. A., Goncalo, J.A., Kennedy, J. R. & Duguid, M. M. (2012). Political correctness and group composition: A research agenda. In E.A. Mannix & M. Neale (Eds.), *Research on Managing Groups and Teams*, 15th edition.

### **Selected Work In Progress**

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Duguid, M. M. & Rosette, A. The detrimental effects of men's apprehension about appearing positively prejudiced toward physically attractive women. R&R requested at *Organization Science*.

Duguid, M. M. Differential perceptions of ambiguous sexual harassment for male and female leaders. Manuscript preparation.

Goncalo, J. A, Duguid, M. M. & Lillien, L., Status and Idea Evaluation: An alternative explanation for the bias in favor of men. Manuscript preparation.

Duguid, M. M. The new beauty bias: Perceptions of attractiveness on categorizing Black women as being Black. Manuscript preparation.

Duguid, M. M. Consequences of value threat: The influence of helping women on female solos' preference for female candidates. Manuscript preparation.

Duguid, M. M. The female group member has the most influence: When rejecting the female candidate. Manuscript preparation.

Duguid, M. M. I could never get away with that: Low status individuals' apprehension to model unethical behavior. Manuscript preparation.

Lillien, L., Duguid, M. M. & Goncalo, J. A gendered perceptions of group versus individual creativity

### **Invited Talks**

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University of Texas Austin (2023)  
University of Bocconi (2019)  
University of Arizona, Eller College of Management (2018)  
University of Pennsylvania, Wharton School of Business (2018)  
Rutgers University, Rutgers Business School (2018)  
Michigan State University (2017)  
University of Washington, Foster School of Business (2016)  
MIT, Sloan School of Management (2015)  
Cornell University, Samuel Curtis Johnson Graduate School of Management (2015)  
Stanford University, Stanford Graduate School of Business (2015)  
London Business School (2014)  
University of North Carolina, Kenan-Flagler Business School (2014)  
Columbia University, Columbia Business School (2014)  
University of Illinois – Urbana Champaign, College of Business (2014)  
University of Illinois – Urbana Champaign, School of Labor and Employment Relations (2014)  
University of Wisconsin – Madison, Wisconsin School of Business (2014)  
Harvard University, Harvard Business School (2014)  
University of Virginia, Darden School of Business (2014)  
University of British Columbia, Sauder School of Business (2013)  
Vanderbilt University, Owen Graduate School of Business (2013)  
Georgetown University, McDonough School of Business (2013)  
George Mason University, School of Management (2013)  
Northwestern University, Kellogg School of Management (2012)  
University of Pennsylvania, Wharton School of Business (2010)  
Washington University, Olin Business School (2009)  
Queen's University, Queen's School of Business (2009)  
Bentley University (2009)  
Georgia Institute of Technology, College of Management (2009)  
Rutgers University, Rutgers Business School (2009)  
Stanford University, Stanford Graduate School of Business (2008)

### **Honors**

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Clifford H. Whitcomb Faculty Fellow (2018)  
Academy of Management William H. Newman Award Nominee (2009)  
Best Paper Based on a Dissertation Award Nominee, Academy of Management GDO

Division (2009)  
 National Science Foundation Doctoral Dissertation Research Grant (2007)  
 State Farm Doctoral Dissertation in Business Award (2007)  
 Benjamin Miller Fellowship Award (2006)  
 Selected Participant – Pre-Dissertation Workshop, Academy of Management Division of  
 Organization & Management Theory (2006)  
 Selected Participant – Pre-Dissertation Workshop, Academy of Management Division of  
 Organization Behavior (2006)  
 General Mills Outstanding Graduate Teaching Award (2004)  
 Phi Beta Kappa (2003)  
 Golden Key National Honor Society (2001)  
 Psi Chi National Honor Society for Psychology Undergraduates (2001)  
 NIMH Career Opportunities in Research Fellowship (2001-2003)

### **Professional Activities**

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Member	Academy of Management
Member	The International Association of Conflict Management
Member	Management Doctoral Students' Association (Ph.D. Project)
Member	Society of Industrial Organizational Psychologists
Editorial Review Board	Organization Science
Editorial Review Board	Academy of Management Journal
Editorial Review Board	Academy of Management Review
Editorial Review Board	Personnel Psychology
Reviewer	Administrative Science Quarterly
Reviewer	Organizational Behavior and Human Decision Processes
Reviewer	Personality and Social Psychology Bulletin
Reviewer	Journal of Management Studies
Reviewer	Human Resource Management Journal
Reviewer	Social Forces

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