

# ÖVÜL SEZER

Curriculum Vitae

SJ Johnson College of Business | Cornell University  
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## EDUCATION

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### Ph. D Harvard University, Harvard Business School

Organizational Behavior

### A.B Harvard University

Applied Mathematics with Honors

Secondary field in Mind, Brain & Behavior

## ACADEMIC POSITIONS

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### Cornell University, SC Johnson College of Business

2022-present

Assistant Professor of Management and Organizations

### Columbia University, Columbia Business School

Visiting Assistant Professor of Management

### University of North Carolina at Chapel Hill

Assistant Professor of Organizational Behavior

## RESEARCH INTEREST

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Impression (Mis)Management, Social Cognition, Behavioral Economics and Decision Research

## HONORS, AWARDS & FELLOWSHIPS

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- 2025 Ted Teng Dean's Teaching Excellence Award, Cornell University
- 2025 Cornell Center for Social Sciences Research Grant, Cornell University
- 2024 Hatfield Award for the Study of Ethics in Business, Cornell University
- 2024 Harvard Business Review, Ideas to Watch
- 2024 First Generation Harvard Alumni Board Member
- 2023 Cornell University, Nolan Freshman Core Teaching Award
- 2023 Diversity & Inclusion Committee Fellow, Society of Judgment & Decision Making
- 2023 Google Keynote Speaker
- 2023 Harvard Business Review Favorite Management Tips
- 2021 Harvard Business Review Article of the Year 2021
- 2021 Berkeley Lab Keynote Speaker, University of California Berkeley

2020 [Best 40 Under 40 Business School MBA Professors](#), Poets & Quants

2020 Faculty Member of the Month, University of North Carolina at Chapel Hill

2020 Behavioral Science Research Grant, Duke University

2019 Write to Change the World Grant, Society for Personality & Social Psychology

2021 Top 10% of Authors, Social Science Research Network- SSRN

2017 Harvard Graduate School of Arts and Sciences Fellowship, Harvard University

2016 Wyss Dissertation Award for Excellence in Doctoral Research, Harvard Business School

2016 AOM Outstanding Reviewers Award, Organizational Behavior, AOM

2016 SPSP Travel Award, Society for Personality and Social Psychology

2015 HBS Working Knowledge Top Ten Most Popular Articles of the Year

2015 HBS Year in Ideas, Harvard Business School Alumni Bulletin

2015 Harvard University Distinction in Teaching, Psychology & Economics (Fall)

2015 Harvard University Distinction in Teaching, Psychology & Economics (Spring)

2014 Harvard University Distinction in Teaching, Psychology & Economics (Fall)

2014 Harvard Law School Next Generation Grant, Program for Negotiation

2014 Harvard University Distinction in Teaching, Psychology & Economics (Spring)

2013 Harvard University Distinction in Teaching, Psychology & Economics (Spring)

2012 Harvard University Distinction in Teaching, Linear Algebra (Spring)

2006 University of Rochester Young Leaders Award

#### **PEER-REVIEWED JOURNAL PUBLICATIONS (+ denotes advisee/ PhD student collaborator)**

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- Goksel, S., **Sezer, O.**, & Berman, J. (2025). Transcending embarrassment: On the reputational benefits of laughing at yourself. *Journal of Personality and Social Psychology, (forthcoming)*.
- Chon, D., **Sezer, O.**, & Flynn, F.J. (2025). Not so fast? Rapid response to voice leads to perceived inauthenticity. *Academy of Management Journal, (forthcoming)*.
  - ◆ Featured in “The speed trap: Why leaders’ quick pivots can seem inauthentic” in *Cornell Chronicle*
  - ◆ Featured in “Employees Want Their Bosses to Respond to Feedback—But Not too Quickly” in *Insights by Stanford Business* and *Stanford Report*
  - ◆ Featured in “Bosses Who Change Gradually, Not Quickly, Are Seen as More Authentic” in *Academy of Management Insights & Academy of Management Newsletter*
- Ziano, I., Wang, D., & **Sezer, O.** (2025). “I wanna thank me”: Reputational consequences of attribution locus depend on outcome valence. *Journal of Experimental Social Psychology, 120*, 104789.
- Rogers, B. +, **Sezer, O.**, & Klein, N. (2023). Too naïve to lead: When leaders fall for flattery. *Journal of Personality and Social Psychology, 125*(6), 1394-1419.
  - ◆ Featured in “Do’s and Don’ts of Workplace Schmoozing” in *Forbes*

- Nault, K., **Sezer, O.**, & Klein, N. (2023). It's the journey, not just the destination: Conveying interpersonal warmth in written introductions. *Organizational Behavior and Human Decision Processes*, 177, 104253.
  - ◆ Featured in “LinkedIn Is Getting Weirdly Persona and Not Everyone Likes it” in *The Washington Post*
- **Sezer, O.** (2022). Impression (Mis)Management: When What You Say is not What They Hear, *Current Opinion in Psychology*, 44, 31-37.
  - ◆ Featured in “Job Interview Tips: How to Impress the Hiring Manager” in *Business Insider*
- Kim, T., **Sezer, O.**, Schroeder, J., Risen, J., Gino, F., & Norton, M.I. (2021). Work Group Rituals Enhance the Meaning of Work, *Organizational Behavior and Human Decision Processes*, 165, 197-212.
  - ◆ Featured in “Teams That Play Together Stay Together” in *HBS Working Knowledge*
- Roberts, A., Levine, E. E., & **Sezer, O.** (2021). Hiding Success, *Journal of Personality and Social Psychology*. 120(5), 1261-1286.
  - ◆ Featured in “Ideas for Fixing America” column, in the *New York Times*
  - ◆ Featured in “I don’t like to boast” *The Times*
  - ◆ Featured in “Why It’s Okay to Share Your Success” in *Psychology Today*
- Nault, K., Rogers, B., <sup>+</sup>**Sezer, O.**, Klein, N. (2020). Behavioral Insights for Minimizing Loneliness During the COVID-19 Pandemic, *Behavior Science & Policy*, 6(2), 137-143.
- Garcia-Rada, X., **Sezer, O.**, & Norton, M. I. (2019). Rituals and nuptials: Relationship Rituals Predict Relationship Satisfaction, *Journal of Association for Consumer Research*, 4, 185-197.
  - ◆ Featured in “Rituals are Good for Couples, and Businesses, too”, in *Forbes*
  - ◆ Featured in “Rituals Strengthen Couples, Here’s Why They’re Good for Businesses too” in *HBS Weekly Knowledge*
- **Sezer, O.**, Gino, F<sup>\*</sup>., & Norton, M. I. (2018). Humblebragging: A distinct—and ineffective—self-presentation strategy, *Journal of Personality and Social Psychology*, 114, 52-74.
  - ◆ Featured in “Humblebragging Makes People Dislike You”, in the *TIME*
  - ◆ Featured in “The Rise of Humblebragging” in *The Washington Post*
  - ◆ Featured in “The Case for Humble Executives” in *The Wall Street Journal*
  - ◆ Featured in “Savvy Self-Promotion” in *Harvard Business Review*
  - ◆ Recipient of Wyss Dissertation Award for Excellence in Doctoral Research, *Harvard University*
- Steinmetz, J., **Sezer, O.**, & Sedikides, C. (2017). Impression mismanagement: People as inept self-presenters. *Social and Personality and Social Compass*, 11: e12321.
- **Sezer, O.**, Zhang, T., Gino, F<sup>\*</sup>., & Bazerman, M. H. (2016). Overcoming the outcome bias: Making intentions matter. *Organizational Behavior and Human Decision Processes*, 137, 13-26.
  - ◆ Featured in “What We Miss When We Judge a Decision by Its Outcome” in *Harvard Business Review*

- **Sezer, O.**, Norton, M.I., Gino, F\*, & Vohs, K.D. (2016). Family rituals improve the holidays. *Journal of the Association for Consumer Research*, 1(4), 509-526.
  - ◆ Featured in “Family Traditions Boost Happiness” in *Scientific American*
  - ◆ Featured in “Why Family Traditions Make for a Happy Holidays” in *Financial Times*
  - ◆ Featured in “How to Celebrate the Holidays Alone Without Feeling Depressed” in *LA Times*
- Bazerman, M.H., & **Sezer, O.** (2016). Bounded awareness: Implications for ethical decision making. *Organizational Behavior and Human Decision Processes*, 136, 95-106.
- **Sezer, O.**, & Norton, M. I. (2016). Vicarious contagion decreases differentiation – and comes with costs. *Behavior and Brain Sciences*, 39.
- **Sezer, O.**, Gino, F\*, & Bazerman, M. H. (2015). Ethical blind spots: Explaining Unintentional unethical behavior. *Current Opinion in Psychology*, 6, 77-81.

## WORKING PAPERS (+ denotes advisee/ PhD student collaborator)

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- **Sezer, O.**, Prinsloo, E., Brooks, A.W., & Norton, M.I. When compliments become comparisons: The psychology of backhanded compliments (*Invited for Revise and Resubmit at Organizational Behavior and Human Decision Processes*)
- Rogers, B.<sup>+</sup> **Sezer, O.**, Foulk, T., & DeCelles, K., After-work rituals help workers overcome the recovery paradox. (*Invited for 4<sup>th</sup> Round Revise & Resubmit at Organization Science*)
- Hart, E., VanEpps, E., **Sezer, O.**, & Amir, O. Speed is a signal: When faster replies increase hiring likelihood. (*Under 3<sup>rd</sup> Round Revise & Resubmit at Management Science*)
- Berendt, J., Koenigstorfer, J., Borah, A. & **Sezer, O.** The unseen benefits of brand humility: How humility boost consumer engagement and purchase intentions (*Invited for 2<sup>nd</sup> Round Revise & Resubmit at the Journal of Marketing Research*)
- Jazaieri, H., O'Neill, M & **Sezer, O.** #SoGrateful: Navigating ambivalence about sharing work accomplishments via expressions of gratitude (*under review at Academy of Management Discoveries*)
- Ross, M.<sup>+</sup> & **Sezer, O** & Affinito, S. Correct but condescending: The interpersonal ramifications of saying “I Told You So” (*Under review at Organizational Behavior and Human Decision Processes*)
- Maffie, M, Lakhani, T., & **Sezer, O.** Catching the “Uber Flu”: How Gig Work shapes Worker behavior in Traditional Jobs (*Under review at Human Resource Management*)
- Kasper J., Lee, R., Binnendyk, J., Pennycook, G., & **Sezer, O.** & Self-other asymmetries in perceived risk and judgment of “being cancelled” (*under review at Psychological Science*)

## BOOK CHAPTERS (+ denotes PhD student/advisee)

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- Ross, M., +, & **Sezer, O.** Impression Management (2024). Subjective Well-Being and Life Satisfaction In J. Forgas & A. W. Kruglanski (Eds.) *Frontiers of Social Psychology*, 2<sup>nd</sup> Edition. New York: Routledge.

## BUSINESS PUBLICATIONS FOR MANAGEMENT PRACTITIONERS

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- **Sezer, O.**, Koyuncu, B. & Stephens, J. P. (2025) How good leaders help employees overcome their attention deficit, *LSE Business Review*. July 2025
- **Sezer, O.**, Nault, K. +, & Klein, N. (2021). Don't Underestimate the Power of Kindness at Work, *Harvard Business Review*. May 2021
  - ◆ HBR Articles of the Year 2021, *Harvard Business Review*
  - ◆ HBR Favorite Management Tips, 2023, *Harvard Business Review*
  - ◆ HBR Favorite Management Tips, 2024, *Harvard Business Review*
  - ◆ Featured in "The Power of Kindness at Work" in *Society for Human Resource Management*
- **Sezer, O.** (2018). To Brag or Not to Brag, *People Science*, October 2018

## INVITED PRESENTATIONS

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- 2026 University of Buckingham, Psychology Seminar
- 2025 Harvard Alumni Leadership Conference, Harvard University
- 2025 Duke University, Diversity Seminar
- 2025 University of California Berkeley, Haas School of Business, Authenticity Conference
- 2025 University of Maryland, Organizational Sciences Colloquium
- 2025 Cornell University, Proseminar in Affective and Clinical Sciences
- 2025 Cornell University, Seminar in Service Management Research
- 2025 Nolan Office of Diversity and Inclusion, Faculty Series
- 2024 Harvard University, Program on Negotiation
- 2024 Cornell Convenes: Polarized Workplace
- 2024 Neoma Business School, People and Organizations
- 2024 Cornell Center for Hospitality Research, Board Meeting, Research Seminar Series
- 2024 Stevens Institute of Technology, School of Business, Organizational Behavior
- 2024 Cornell Alumni Leadership Conference
- 2024 Berkeley Lab Stewardship Summit
- 2024 Neovation, Reshaping the Future of Reward
- 2023 Cornell University, Institution of Compensation Studies
- 2024 Cornell Johnson, MBA Marketing, Brand Management Seminar
- 2023 Cornell University, Moral Psychology Series

2023 University of Washington Foster School of Business, Management and Organization  
2023 New York University, Social Psychology Seminar  
2023 JP Morgan, Behavioral Science Speaker Series  
2023 Google Keynote Speaker  
2023 Skadden LLP, World Kindness Day, Wellbeing Program  
2023 Wharton, University of Pennsylvania, Decision Processes Colloquia  
2023 Cornell University, Behavioral Economics and Decision Research Seminar  
2022 University of California Berkeley, Leadership Summit  
2021 Cornell University, Management & Organizations, SC Johnson College of Business  
2021 University of Leeds, Centre for Decision Research  
2021 Columbia University, Global Behavioral Science Program  
2021 University of California Berkeley, Berkeley Lab  
2021 New York University, Mindful Education Lab  
2021 University of Texas at Austin, McCombs School of Business, Management  
2021 Harvard Business Review, Business Thought Leader Series  
2021 Harvard Alumni Entrepreneurs, Business Speaker Series  
2021 Stanford University Graduate School of Business, Organizational Behavior  
2020 Baruch College, Zicklin School of Business, Strategic Management  
2020 Harvard Business School, Nerd Lab Summer Speaker Series  
2020 University of Zurich, Behavioral Economics Talks  
2020 Arizona State University, Micro Meets Macro Conference  
2020 BEWorks, Behavioral Economics Seminar  
2020 Duke University, Psychology and Neuroscience Seminar  
2020 Michigan Ross School of Business, Management & Organizations  
2020 University of Calgary Haskayne School of Business, Organizational Behavior  
2019 Columbia University, Columbia Business School, Management Division  
2019 Wake Forest University, Psychology Department  
2019 Duke University, Behavioral Science Talks  
2019 University of Zurich, Humor Conference  
2018 Duke University, Fuqua School of Business, Management & Organizations  
2018 MetLife, Strategy Unit  
2018 Yale University, Yale School of Management, Marketing  
2018 University of North Carolina at Chapel Hill, Psychology and Neuroscience  
2018 Wharton, University of Pennsylvania, Operations, Information & Decisions  
2017 Harvard University, Harvard Business School, Conversation Day  
2016 University of Toronto, Rotman School of Management, Organizational Behavior  
2016 Georgetown University, McDonough School of Business, Management  
2016 University of North Carolina at Chapel Hill, Kenan-Flagler Business School  
2016 Harvard University, Harvard Kennedy School, Minson Lab  
2016 Northeastern University, D'Amore-McKim School of Business  
2015 Harvard University, Harvard Kennedy School, Behavioral Insights Group

2015 Harvard Business School, Online Economy MBA Class  
2015 Harvard Business School, Micro Topics in Organizational Behavior Ph.D. Seminar

## TEACHING

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### **Cornell University, SC Johnson College of Business**

Organizational Behavior & Leadership Skills (2 sections, Spring 2023, Instructor rating: 4.84/5)  
Organizational Behavior & Leadership Skills (2 sections, Spring 2024, Instructor rating: 4.82/5)  
Leadership, Diversity & Inclusion in Hospitality Industry (1 Section, Spring 2024, Rating: 4.78/5)  
Organizational Behavior & Leadership Skills (1 section, Spring 2025, Instructor rating: 4.73/5)  
Leadership, Diversity & Inclusion in Hospitality Industry (2 Sections, Spring 2025, Rating: 4.67/5)  
Organizational Behavior & Leadership Skills (1 section, Spring 2026)  
Leadership, Diversity & Inclusion in Hospitality Industry (2 Sections, Spring 2026)

### **Columbia University, Columbia Business School**

Managerial Negotiations (Full-time MBA Course, Fall 2021, Instructor rating: 4.74/5)

### **University of North Carolina at Chapel Hill, Kenan-Flagler Business School**

Managerial Decision Making (Full-time MBA Course, 2 Sections, 2022, Instructor rating: 4.89/5)  
Managerial Decision Making (Full-time MBA Course, 2 Sections, 2021, Instructor rating: 4.76/5)  
Negotiations (Full-time MBA Course, 2 sections, Fall 2020, Instructor rating: 4.87/5)  
Managerial Decision Making (Full-time MBA Course, 2 Sections, 2020, Instructor rating: 4.91/5)  
Managerial Decision Making (Full-time MBA Course, 2 Sections, 2019, Instructor rating: 4.73/5)  
Managerial Decision Making (Undergraduate Course, 1 Section, 2022, Instructor rating: 4.88/5)  
Negotiations (Undergraduate Course, 1 Section), Spring 2022, Instructor rating: 4.93/5)  
Managerial Decision Making (Undergraduate Course, 1 Section, 2021, Instructor rating: 4.90/5)  
Negotiations (Undergraduate Course, 1 Section), Fall 2021, Instructor Rating: 4.82/5)  
Negotiations (Undergraduate Course, 1 Section), Fall 2020, Instructor rating: 4.86/5)  
Managerial Decision Making (Undergraduate Course, 1 Section, 2020, Instructor rating: 4.91/5)  
Negotiations (Undergraduate Course, 3 Sections), Spring 2020, Instructor rating: 4.85/5)  
Managerial Decision Making (Undergraduate Course, 2 Sections, 2019, Instructor rating: 4.77/5)  
Negotiations (Undergraduate Course, 2 Sections), Spring 2019, Instructor rating: 4.89/5)  
Organizational Behavior Core, Leading and Managing (2018), Instructor rating: 4.44/5)  
Micro Topics in Organizational Behavior (Ph.D. Course, 1 Section, Spring 2020)

### **Harvard University, Harvard Business School**

Behavioral Insights Field course (Teaching Assistant, MBA Course, Winter 2016)  
Noticing: A Leadership Challenge (Teaching Assistant, Executive Education, Winter 2015)  
Micro Topics in Organizational Behavior (Guest Lecturer, Ph.D. Course, Fall 2016)

## **Harvard University, Department of Economics**

- Psychology and Economics (Instructor, Undergraduate, 1 Section, 2015, Instructor rating: 4.81/5)
- Psychology and Economics (Instructor, Undergraduate, 1 Section, 2014, Instructor rating: 4.78/5)
- Psychology and Economics (Instructor, Undergraduate, 1 Section, 2013, Instructor rating: 4.82/5)

## **Harvard University, Department of Mathematics**

- Linear Algebra (Instructor, Undergraduate, 1 Section, 2012, Instructor rating: 4.65/5)
- Multivariable Calculus (Instructor, Undergraduate, 1 Section, 2011, Instructor rating: 4.43/5)
- Quantitative Reasoning (Teaching Assistant, Undergraduate, 1 Section, Spring, 2009)
- Introduction to Computer Science (Course Assistant, Undergraduate Course, 1 Section, Fall 2008)

## **Research Included in Management Education Curriculum**

- Harvard Business School MBA Course, How to Talk Gooder in Business and Life.
- Required reading: **Sezer, O.**, et al. (2018). Humblebragging: A distinct and ineffective—self-presentation strategy. *Journal of Personality and Social Psychology*, 114, 52-74

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## **PEER-REVIEWED CONFERENCE PRESENTATIONS**

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### **Organized Conference**

- Cornell Johnson College of Business, BDRM (Behavioral Decision Research in Management Conference (Member in Organizing Committee), 2025-2026
- Cornell Johnson College of Business, BDRM (Behavioral Decision Research in Management Conference, Better Organizations for Better Society (Mini Conference Organizer), 2025-2026
- Cornell Johnson College of Business M&O Research Conference (Co-Organizer), 2023-2024
- Cornell Nolan HR in Hospitality Conference (Moderator), 2024-present
- Society of Judgment and Decision Making, Doctoral Symposium (Co-Organizer), 2023-2024

### **Chaired Conference Symposia**

- Lee, R. & **Sezer, O.** (February 2025) “The Double Edge Sword of Humor” (Co-Chair &Co-Organizer). Society of Personality and Social Psychology, Denver, CO.
- Rogers, B. & **Sezer, O.** (August 2021) “Managing Boundaries, Transitions and Well-Being in an Age of Virtual Work and Covid-19” (Co-Chair &Co-Organizer). Academy of Management, Virtual.
  - ◆ Selected as Showcase Symposium
- **Sezer, O.** (October 2017) “Mis (Communication): When What You Say is Not What They Hear” (Chair & Organizer). Society of Experimental and Social Psychology. Boston, MA.
- **Sezer, O.** (August 2016) “Impression (Mis)Management in Organizations” (Chair & Organizer). & Organizer). Academy of Management, Anaheim, CA.

### **Conference Presentations**

- Thio, N., **Sezer, O.**, & Sah, S. (August, 2026) Insinuation anxiety and intellectual humility. Paper submitted to The Academy of Management (AOM), Philadelphia, PA.

- Lee, R., Ross, M., & **Sezer, O.** (August, 2026) The Image Concern Penalty: Why Name-dropping Backfires. Paper submitted to The Academy of Management (AOM), Philadelphia, PA.
- Thio, N., **Sezer, O.**, & Sah, S. (August, 2026) Insinuation anxiety and intellectual humility. Paper submitted to The Academy of Management (AOM), Philadelphia, PA.
- Thio, N., **Sezer, O.**, & Sah, S. (July, 2026) Insinuation anxiety and intellectual humility. Paper submitted to International Association of Conflict Management (IACM), Vienna, Austria.
- Tan, L., Basu, S., & **Sezer, O.** Revealing Resilience: Exploring People's Reluctance to Share Stories of Resilience. Paper presented at The Subjective Probability, Utility and Decision Making (SPUDM).
- Ross, M., **Sezer, O.**, & Affinito, S. (August, 2025) "I Told You So" Effect. Paper presented at The Academy of Management (AOM), Copenhagen, Denmark.
- Lee, R., Lisonbee, M., & **Sezer, O.** (August, 2025) "What's in a Name? Namedropping as a networking behavior. Paper presented at The Academy of Management (AOM), Copenhagen, Denmark.
- Hart, E., VanEpps, E., **Sezer, O.**, & Amir, O. (August, 2025) Too Slow to Hire? Reply Speed Penalties in Hiring Decisions. Paper presented at The Academy of Management (AOM), Copenhagen, Denmark.
- Hart, E., VanEpps, E., **Sezer, O.**, & Amir, O. (July 2025) Too Slow to Hire? Reply Speed Penalties in Hiring Decisions. Paper presented at International Association of Conflict Management (IACM), Burlington, VT.
- Ross, M., **Sezer, O.**, & Affinito, S. (July, 2025) "I Told You So" Effect. Paper presented at International Association of Conflict Management (IACM), Burlington, VT.
- Chon, D., **Sezer, O.**, & Flynn, F.J. (June, 2025) "Not So Fast? A Gradual Response to Voice Leads to Perceptions of Authenticity. Paper presented at The Society for Philosophy and Psychology (SPP) Conference, Ithaca, NY.
- Jazaieri, H., O'Neill, M & **Sezer, O.** (May, 2025) #SoGrateful: Reducing Ambivalence About Sharing Work Accomplishments via Expressions of Gratitude. Paper presented at Positive Organizational Scholarship Conference, Ann Arbor, MI.
- Chon, D., **Sezer, O.**, & Flynn, F.J. (May, 2025) "Not So Fast? A Gradual Response to Voice Leads to Perceptions of Authenticity. Paper presented at The Positive Organizational Scholarship (POS) Conference, Ann Arbor, MI.
- Hart, E., VanEpps, E., **Sezer, O.**, & Amir, O. (May, 2025) Too Slow to Hire? Reply Speed Penalties in Hiring Decisions. Paper presented at Association of Psychological Science (APS), Washington, DC.
- Lee, R., **Sezer, O.**, Bitterly, B., & Schweitzer, M. (April 2025) Inside Jokes, Outside Feelings. Paper presented in Society for Industrial and Organizational Conference (SIOP), Denver, CO.
- Lee, R., **Sezer, O.**, Bitterly, B., & Schweitzer, M. (February 2025) Inside Jokes, Outside Feelings. Paper presented at Society for Personality and Social Psychology (SPSP), Denver, CO.
- Hart, E., VanEpps, E., **Sezer, O.**, & Amir, O. (February, 2025) Too Slow to Hire? Reply Speed Penalties in Hiring Decisions. Paper presented at Society for Personality and Social Psychology (SPSP), Denver, CO.
- Hart, E., VanEpps, E., **Sezer, O.**, & Amir, O. (November, 2024) Too Slow to Hire? Reply Speed Penalties in Hiring Decisions. Paper presented at the Society of Judgment and Decision Making (SJDM), New York, NY.

- Bigman, Y., & **Sezer, O.** (November, 2024) The Pitfalls of Advice Seeking in Moral Domains. Paper presented at the Society of Judgment and Decision Making (SJDM), New York, NY.
- Hart, E., VanEpps, E., **Sezer, O.**, & Amir, O. (September, 2024) Too Slow to Hire? Reply Speed Penalties in Hiring Decisions. Paper presented at the Association for Consumer Research (ACR), Paris, France.
- Berendt, J., Koenigstorfer, J., Borah, A. & **Sezer, O.** (September, 2024) The Unseen Benefits of Brand Humility: How Humility Boost Consumer Engagement and Purchase Intentions. Paper presented at the Association for Consumer Research (ACR), Paris, France.
- Goksel, S., Berman, J., & **Sezer, O.** (September, 2024) Transcending embarrassment: On the reputational benefits of laughing at yourself. Paper presented at the Association for Consumer Research (ACR), Paris, France.
- Rogers, B., **Sezer, O.**, Foulk, T., Zhong, C., DeCelles, K., Harshfield, H., & Norton, M.I. (August, 2024). How Rituals Help Essential Employees' Work Recovery. Paper presented at the Academy of Management (AOM), Chicago, Illinois.
- Rogers, B., **Sezer, O.**, Foulk, T., Zhong, C., DeCelles, K., Harshfield, H., & Norton, M.I. (August, 2024). How Rituals Help Essential Employees' Work Recovery. Paper presented at the Academy of Management (AOM), Chicago, Illinois.
- **Sezer, O.**, Ross, M., Affinito, S. & Staats, B. R., (August, 2024) "I Told You So" Effect. Paper presented at The Academy of Management (AOM), Chicago, Illinois.
- **Sezer, O.**, Prinsloo, E., Brooks, A. W., & Norton, M. I. (August, 2024). Backhanded compliments: Paper presented at The Academy of Management (AOM), Chicago, Illinois.
- **Sezer, O.**, Ross, M., Affinito, S. & Staats, B. R., (July, 2024) "I Told You So" Effect. Paper presented at the International Association of Conflict Management (IACM), Singapore.
- Ziano, I., Wang, A., & **Sezer, O.** (May 2024). "I Wanna Thank Me": Reputational Consequences of Attribution Locus Depend on Outcome Valence. Paper presented at the European Marketing Academy (EMAC), Bucharest, Romania.
- Chon D., **Sezer, O.**, & Flynn, F. (February, 2024) "Too Good to be True? Immediate Improvement in Behavior Leads to Perceptions of Inauthenticity. Paper presented at the Society for Personality and Social Psychology (SPSP), San Diego, CA.
- **Sezer, O.**, Prinsloo, E., Brooks, A. W., & Norton, M. I. (July, 2023). Backhanded compliments: Paper presented at the International Association of Conflict Management (IACM), Greece.
- Tan, L., **Sezer, O.**, & Basu, S. (November, 2023) Revealing resilience: Exploring people's reluctance to share personal stories of resilience. Poster presented at the Society of Judgment and Decision Making, San Francisco, CA.
- Goksel, S., **Sezer, O.**, & Berman, J. (March 2023). Embarrassment Gap. Paper presented at the European Association of Consumer Research (EACR), Amsterdam.
- Goksel, S., **Sezer, O.**, & Berman, J. (March 2023). Embarrassment Gap. Paper presented at the Society for Consumer Psychology (SCP), Puerto Rico.
- Rogers, B., **Sezer, O.**, & Klein, N. (February 2023). Too Naïve to Lead: When Leaders Fall for Flattery. Paper presented at the Society for Personality and Social Psychology (SPSP), Atlanta, GA.

- Garcia-Rada, X., **Sezer, O.**, & Norton, M. I. (February 2023). Rituals and nuptials: Relationship Rituals Predict Relationship Satisfaction. Paper presented at the Relationships Conference at the Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- **Sezer, O.**, & Tedder-King, A. (October 2022). Mansplaining: When and Why it Occurs and Its Spillover Effects at Work. Paper presented at the Academy of Management Paper Development Workshop (AOM), Rome, Italy.
- Rogers, B., **Sezer, O.**, Foulk, T., Zhong, C., DeCelles, K., Harshfield, H., & Norton, M.I. (August, 2022). How Rituals Help Essential Employees' Work Recovery. Paper presented at the Academy of Management (AOM), Seattle, Washington.
- **Sezer, O.**, Affinito, S. & Staats, B. R., (August, 2022) "I Told You So" Effect. Paper presented at the Academy of Management (AOM), Seattle, Washington.
- Nault, K., **Sezer, O.**, & Klein, N. (July, 2022). It's the Journey, Not the Destination: Conveying Interpersonal Warmth in Written Introductions. Paper presented at the International Association of Conflict Management (IACM), Ottawa, Canada.
- **Sezer, O.**, Affinito, S. & Staats, B. R. (July, 2022) "I Told You So" Effect. Paper presented at the International Association of Conflict Management (IACM), Ottawa, Canada.
- **Sezer, O.**, Prinsloo, E., Brooks, A.W., & Norton, M.I. (February, 2022) Backhanded compliments: Negative comparison undermines flattery. Paper presented at the Society for Personality and Social Psychology (SPSP), San Francisco, CA.
- Roberts, A., Levine, E. E., & **Sezer, O.** (October, 2021) Hiding Success. Paper presented at the Society of Experimental Social Psychology (SESP), Santa Barbara, CA.
- **Sezer, O.**, Affinito, S. & Staats, B. R. (October, 2021) "I Told You So" Effect. Paper presented at the Association for Consumer Research (ACR), Virtual.
- Jazaieri, H., O'Neill, M., **Sezer, O.** (August, 2021) #SoGrateful—Gratitude Bragging as an Emotion Regulation Strategy. Paper presented at the Academy of Management (AOM), Virtual.
- Rogers, B., **Sezer, O.**, Foulk, T., Zhong, C., DeCelles, K., Harshfield, H., & Norton, M.I. (August, 2021). How Rituals Help Essential Employees' Work Recovery. Paper presented at the Academy of Management (AOM), Virtual.
- Nault, K., **Sezer, O.**, & Klein, N. (August, 2021). It's the Journey, Not the Destination: Conveying Interpersonal Warmth in Written Introductions. Paper presented at the Academy of Management (AOM), Virtual.
- Garcia-Rada, X., **Sezer, O.**, & Norton, M. I. (February, 2021). Rituals and nuptials: Relationship Rituals Predict Relationship Satisfaction. Paper presented at the Society for Personality and Social Psychology (SPSP), Shared Reality Pre-Conference, Virtual.
- **Sezer, O.**, Affinito, S. & Staats, B. R. (October, 2020) "I Told You So" Effect. Paper presented at the Association for Consumer Research (ACR), Virtual.
- Rogers, B., **Sezer, O.**, & Klein, N. (August, 2020). Too Naïve to be Fair: When Leaders Fall for Flattery. Paper presented at the Academy of Management (AOM), Virtual.
- **Sezer, O.**, & Melwani, S. (August, 2020). Mansplaining: When and Why it Occurs and How to Stop It. Paper presented at the Academy of Management (AOM), Virtual.

- Garcia-Rada, X., **Sezer, O.**, & Norton, M. I. (February, 2020). Rituals and nuptials: Relationship Rituals Predict Relationship Satisfaction. Paper presented at the Relationships Conference at the Society for Personality and Social Psychology (SPSP), New Orleans, LA.
- Rogers, B., **Sezer, O.**, & Klein, N. (November, 2019). Too Naïve to be Fair: When Leaders Fall for Flattery. Paper presented at the Society of Judgment and Decision Making (SJDM), Montreal, Canada.
- Roberts, A., Levine, E. E., & **Sezer, O.** (October, 2021) Hiding Success. Paper presented at the Academy of Management (AOM), Boston, MA.
- **Sezer, O.**, Bitterly, B., Brooks, A. W., Schweitzer, M.E., & Norton, M. I. (August, 2019). Inside jokes: Humor as social exclusion. Paper presented at the Academy of Management (AOM), Boston, MA.
- Roberts, A., Levine, E. E., & **Sezer, O.** (July, 2019) Hiding Success. Paper presented at the International Association of Conflict Management (IACM), Dublin, Ireland.
- **Sezer, O.**, Bitterly, B., Brooks, A. W., Schweitzer, M.E., & Norton, M. I. (August, 2019). Inside jokes: Humor as social exclusion. Paper presented at the International Association of Conflict Management (IACM), Dublin, Ireland.
- Roberts, A., Levine, E. E., & **Sezer, O.** (March, 2019) Hiding Success. Paper presented at the Society for Consumer Psychology (SCP), Savannah, GA.
- **Sezer, O.**, Bitterly, B., Brooks, A. W., Schweitzer, M.E., & Norton, M. I. (March, 2019). Inside jokes: Humor as social exclusion. Paper presented at the Society for Consumer Psychology (SCP), Savannah, GA.
- Roberts, A., Levine, E. E., & **Sezer, O.** (February, 2019) Hiding Success. Paper presented at the Society for Personality and Social Psychology (SPSP), Portland, OR.
- **Sezer, O.**, Bitterly, B., Brooks, A. W., Schweitzer, M.E., & Norton, M. I. (October, 2018). Inside jokes: Humor as social exclusion. Paper presented at the Association for Consumer Research (ACR), Dallas.
- **Sezer, O.** (August, 2018). “What’s in a name?” The ironic consequences of namedropping as a networking behavior. Paper presented at the Academy of Management (AOM), Chicago, IL.
- **Sezer, O.**, Brooks, A. W., & Norton, M. I. (July, 2018). Backhanded compliments: Negative comparison undermines flattery. Poster presented at the International Association of Conflict Management (IACM), Philadelphia, PA.
- **Sezer, O.** (July, 2018). “What’s in a name?” The ironic consequences of namedropping as a networking behavior. Paper presented at the International Association of Conflict Management (IACM), Philadelphia, PA.
- **Sezer, O.**, & Melwani, S. (July, 2018). Mansplaining: When and Why it Occurs and How to Stop It. Poster presented at the International Association of Conflict Management (IACM), Philadelphia, PA.
- Garcia-Rada, X., **Sezer, O.**, & Norton, M. I. (June, 2018). Rituals and nuptials: Relationship Rituals Predict Relationship Satisfaction. Paper presented at European Association for Consumer Research (EACR), Ghent, Belgium.
- **Sezer, O.**, & Melwani, S. (June, 2018). Mansplaining: When and Why it Occurs and How to Stop It. Poster presented at the Behavioral Decision Research in Management (BDRM), Boston, MA.
- **Sezer, O.**, Brooks, A.W., & Norton, M.I. (February, 2018) Backhanded compliments: Negative comparison undermines flattery. Paper presented at the Society for Personality and Social Psychology (SPSP), Atlanta, GA.

- **Sezer, O.**, Brooks, A.W., & Norton, M.I. (November, 2017) Backhanded compliments: Negative comparison undermines flattery. Paper presented at the Society of Judgment and Decision Making (SJDM), Vancouver, Canada.
- **Sezer, O.**, Brooks, A.W., & Norton, M.I. (October, 2017) Backhanded compliments: Negative comparison undermines flattery. Paper presented at the Society of Experimental Social Psychology (SESP), Boston, MA.
- Kim, T., **Sezer, O.**, Schroeder, J., Risen., J., & Norton, M.I. (July, 2017). Group rituals improve social coordination and effort. Paper presented at the Annual INGroup (INGroup) Conference, St. Louis.
- **Sezer, O.**, Brooks, A.W., & Norton, M.I. (July, 2017) Backhanded compliments: Negative comparison undermines flattery. Paper presented at the International Association of Conflict Management (IACM), Berlin, Germany.
- **Sezer, O.**, et al. (July, 2017). Humblebragging—A distinct—and ineffective—self-presentation strategy. Paper presented at the European Association of Social Psychology (EASP), Granada, Spain.
- **Sezer, O.**, Brooks, A.W., & Norton, M.I. (April, 2017) Backhanded compliments: Negative comparison undermines flattery. Paper presented at the Women in Business Academia at the Wharton School (WASBA), Philadelphia, PA.
- **Sezer, O.**, et al. (February, 2017). Humblebragging—A distinct—and ineffective—self-presentation strategy. Paper presented at the Society for Consumer Psychology (SCP), San Francisco, CA.
- **Sezer, O.**, Brooks, A.W., & Norton, M.I. (February, 2017) Backhanded compliments: Negative comparison undermines flattery. Paper presented at the Society for Personality and Social Psychology (SPSP), San Antonio, TX.
- **Sezer, O.** (November, 2016) “I was with Barack Last Weekend:” The psychology of namedropping. Poster presented at the Society for Judgment and Decision Making (SJDM), Boston, MA.
- **Sezer, O.**, Brooks, A.W., & Norton, M.I. (October, 2016) Backhanded compliments: Negative comparison undermines flattery. Paper presented at the Association for Consumer Research (ACR), Berlin, Germany.
- **Sezer, O.**, et al. (August, 2016). Humblebragging—A distinct—and ineffective—self-presentation strategy. Paper presented at the Academy of Management (AOM), Anaheim, CA.
- **Sezer, O.**, Brooks, A.W., & Norton, M.I. (August, 2016). Backhanded compliments: Negative comparison undermines flattery. Paper presented at the at the Academy of Management (AOM), Anaheim, CA.
- **Sezer, O.**, Brooks, A.W., & Norton, M.I. (August, 2016). Backhanded compliments: Negative comparison undermines flattery. Paper presented at the at the Academy of Management (AOM), Anaheim, CA.
- **Sezer, O.**, Brooks, A.W., & Norton, M.I. (July, 2016). Backhanded compliments: Negative comparison undermines flattery. Paper presented at the International Association of Conflict Management (IACM), New York, NY.
- **Sezer, O.**, et al. (August, 2016). Humblebragging—A distinct—and ineffective—self-presentation strategy. Paper presented at the International Association of Conflict Management.

- **Sezer, O.** (April, 2016) Your tricks aren't working: Distinctively ineffective self-presentation strategies. Data blitz talk presented at the Boston Judgment and Decision Making Day (JDM Day), Boston, MA.
- **Sezer, O.**, et al. (February, 2016). Humblebragging—A distinct—and ineffective—self-presentation strategy. Paper presented at the Society of Personality and Social Psychology (SPSP), San Diego.
- **Sezer, O.**, et al. (October, 2015). Humblebragging—A distinct—and ineffective—self-presentation strategy. Paper presented at the Association for Consumer Research (ACR), New Orleans, LA.
- Kim, T., **Sezer, O.**, Schroeder, J., Risen, J., & Norton, M.I. (May, 2015). Group rituals improve group performance. Paper presented at Association for Psychological Science (APS), New York, NY.
- **Sezer, O.**, et al. (May, 2015). Humblebragging—A distinct—and ineffective—self-presentation strategy. Poster presented at the Association for Psychological Science (APS), New York, NY.
- **Sezer, O.**, et al. (April, 2015). Humblebragging—A distinct—and ineffective—self-presentation strategy. Paper presented at the Women in Academia at the Wharton School, PA.
- **Sezer, O.**, et al. (March, 2015). Humblebragging—A distinct—and ineffective—self-presentation strategy. Paper at the International Convention of Psych Science (ICPS), Amsterdam.
- **Sezer, O.**, et al. (November, 2014). Humblebragging—A distinct—and ineffective—self-presentation strategy. Poster presented at the Society of Judgment and Decision Making (SJDM), Long Beach, CA.
- **Sezer, O.**, et al. (February, 2014). Humblebragging—A distinct—and ineffective—self-presentation strategy. Poster presented at the Society for Personality and Social Psychology (SPSP), Austin, TX.
- **Sezer, O.**, et al. (November, 2013). The Psychology of Leaving Things Behind from Parties to Partners. Poster presented at the Society for Judgment and Decision Making (SJDM), Toronto, Canada.
- **Sezer, O.**, et al. (August, 2013), Overcoming the outcome bias: Making intentions matter. Paper presented at the Academy of Management (AOM), Orlando, FL.

### Discussant & Panelist Sessions

- Center for Innovative Hospitality Labor and Employment Relations Roundtable, (November 2025), Discussant, Cornell University, New York, NY.
- Nolan Office of Diversity and Inclusion, (September, 2025), Chat with Faculty Series Speaker, Cornell University, Ithaca, NY.
- From the Rehearsal to the Room: Exploring Success in Public Speaking and Pitching (August, 2025), Symposium Discussant, Academy of Management (AOM), Copenhagen, Denmark
- Presenting in the Rough, Leveraging Insights Across Management (August, 2025), Organizational Behavior, Professional Development Workshop, Panelist, Academy of Management (AOM), Copenhagen, Denmark.
- Beyond the Ph.D.: Research focused Career Pathway (August, 2025), Professional Development Workshop, Panelist,, Academy of Management (AOM), Copenhagen, Denmark

- HR in Hospitality Conference, (May, 2025) Session Moderator, Coronado, CA.
- Hospitality and Data Analytics Roundtable, (May, 2025), Participant, Washington, D.C.
- Cornell Convenes: Polarized Workplace Roundtable (October 2024), Panelist, New York, NY.
- Center for Innovative Hospitality Labor and Employment Relations Roundtable (November 2024), Discussant, Cornell University, New York, NY.
- New Doctoral Student Symposium (August, 2024), Faculty Confessions, Learning From Hard Lessons, Academy of Management (AOM), Chicago, IL
- Tuesday Coolness Session (August, 2024), Managerial and Organizational Cognition, Session Facilitator, Academy of Management (AOM), Chicago, IL
- Tuesday Coolness Session (August, 2023), Managerial and Organizational Cognition, Session Facilitator, Academy of Management (AOM), Seattle, Washington.
- HR in Hospitality Conference, (April, 2024) Session Moderator, Atlanta, GA.
- How to Thrive in Business Ph. D. Program (April, 2020), Panelist, Harvard Business School, Virtual.
- Let's Talk About It: How to Effectively Present Your Research (August, 2019), Session Facilitator. The Ph.D. Project, Management Doctoral Students Association (PhD Project, MDSA), Boston, MA.
- Let's Talk About It: How to Effectively Present Your Research (August, 2018), Session Facilitator. The Ph.D. Project, Management Doctoral Students Association (PhD Project, MDSA), Chicago, IL.
- Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (August, 2017), Panelist in Professional Development Workshop, Academy of Management (AOM), Atlanta, GA.
- Management & OB Job Market Panel (May 2017), Panelist, East Coast Doctoral Conference at Columbia Business School and NYU Stern School of Business (ECDC), New York, NY.
- Behavioral Science Through the City Lens (April 2017), Participant, Behavioral Insights Group, Center for Public Leadership, Harvard Kennedy School, Cambridge, MA.

## ADVISING

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### Graduate Advising / Dissertation Committees (\*wrote a letter of recommendation)

- Mary Ross (Primary advisor, 2028), PhD Student in M&O, Cornell Johnson
- Casher Belinda\* (2023), PhD Student in OB, UNC, currently faculty at University of Notre Dame
- Ben Rogers\* (2023), PhD Student in OB, UNC, currently faculty at Boston College
- Ayana Younge \* (2020). PhD Student in OB, UNC, currently faculty at UVA Darden
- Holly Howe (2022), PhD Student in Marketing, Duke Fuqua, currently faculty at HEC Montreal
- Hanna Cohen (2019), PhD Student in OB, UNC, currently faculty at Oakland University

### Graduate Advising / Student and Post-doc collaborations

- Randy Lee\*, PhD Student in Social Psychology, Cornell University, post-doc at University of Wisconsin-Madison
- Jerry Richardson\*, PhD Student in Social Psychology, Cornell University
- Matthew Lisonbee, PhD Student in M&O, Cornell Johnson

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- Nicole Thio, PhD Student in OB, Cornell ILR
- Sal Affinito, PhD Student in OB, UNC, post-doc at HBS, currently faculty at NYU Stern
- Emily Prinsloo, PhD Student in Marketing, HBS, currently faculty at Rice University
- Ximena Garcia-Rada, PhD Student in Marketing, HBS, currently faculty at Texas A&M
- Max Gaerth, PhD Student in Marketing, University of Mannheim, currently post-doc at Wharton

#### **Undergraduate Advising / Thesis Committees (\*wrote a letter of recommendation)**

- Nico Rotundo \* (2022), Undergraduate at UNC, Fellow at Harvard Opportunity Insights
- Jared Wond \* (2021), Undergraduate at Duke, PhD Student at Yale Marketing
- Laura Botero \* (2018) Research Assistant at Harvard, Masters student at Harvard Education
- Meghamsh Kanuparthu \* Undergraduate at Harvard, MD student at University of Louisville Medicine
- Lindsay Overhage \* (2017) Undergraduate at Harvard, MD-PhD student at Harvard Medical School
- Sudheer Poluru \* (2017) Undergraduate at Harvard, MBA student at Chicago Booth
- Remi Yang\* (2017) Undergraduate at Harvard, consultant at Bain & Company

#### **Cornell Undergraduate Advising (\*wrote a letter of recommendation)**

- Linda Lee Zhang\* (2025) Undergraduate at Cornell, currently at Federal Reserve Board
- Chase Carter (2028), Undergraduate at Cornell
- Robert Ray-Carvajal (2028), Undergraduate at Cornell
- Jack Cascaden (2027), Undergraduate at Cornell
- Tyler Catalano (2028), Undergraduate at Cornell
- Isabel Chapman (2028), Undergraduate at Cornell
- Lucie Charles (2028), Undergraduate at Cornell
- Camilla Carmona (2027), Undergraduate at Cornell
- Emily Chen (2027), Undergraduate at Cornell
- Jack Chasen (2027), Undergraduate at Cornell
- Andy Nakhirkunkanok Simon (2027), Undergraduate at Cornell
- Alexis Oh (2027), Undergraduate at Cornell
- Pranav Patel (2027), Undergraduate at Cornell
- Faculty advisor for Cornell Hospitality Research Club

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## **SERVICE**

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#### **University Service at Cornell University**

Member, Cornell SC Johnson College of Business, BDRM (Behavioral Decision in Research Management) Conference, Organizing Committee 2025-present

Organizer, Cornell SC Johnson College of Business, BDRM (Behavioral Decision in Research Management) Better Organizations for Society Mini Conference, Organizer 2025-present

Member, Cornell Johnson M&O Ph.D. Student Admission Committee, 2023-2025

Member, Cornell Johnson M&O Ph.D. Exam Committee, 2023  
Member, Cornell Johnson Behavioral Science Laboratory Advisory Committee, 2022-2026  
Johnson Business Simulation Lab Advisory Committee (2022-2026)  
Co-Organizer, Cornell Johnson College of Business, M&O Research Conference, 2023-2025  
Co-Organizer, Cornell Johnson College of Business, M&O Seminar Series, 2024-present  
Member, HR in Hospitality Conference Organizing Committee, 2023-present  
Session Moderator, HR in Hospitality Conference, May 2025  
Session Moderator, HR in Hospitality Conference, May 2024  
Session Moderator, HR in Hospitality Conference, May 2024  
Discussant, Labor and Employment Relations Roundtable, November 2025  
Guest Speaker, Proseminar in Affective and Clinical Science, Cornell University, October 2025  
Guest Speaker, Seminar in Service Management Research, Cornell Nolan, October 2025  
Discussant, Cornell Center for Hospitality Research, Data Analytics Roundtable, May 2025  
Contributor to Nolan Ph.D. Application Evaluations, 2025  
Ye Hosts Honorary Society Biannual Banquet Attendee, Cornell Nolan, March 2025  
Ye Hosts Honorary Society Biannual Banquet, Cornell Nolan, November 2024  
Keynote Speaker, Corell Alumni Leadership Conference, February 2024  
Panelist, Cornell Convenes, Polarized Workplace, October 2024  
Discussant, Labor and Employment Relations Roundtable, November 2024  
Guest Speaker, Cornell Center for Hospitality Research Board Meeting, August 2024  
Participant, Faculty Throwdown Culinary Competition, Cornell Nolan, May 2024  
Facilitator for MMH Dean's Distinguished Lecture Series with Malaika Myers, December 2023  
Guest Speaker, Institute for Compensation Studies, November 2023

### **University Service at University of North Carolina at Chapel Hill**

Co-Coordinator, Organizational Behavior Seminar Series, 2020  
Member, Behavioral Lab Committee, 2019-2021  
Member, Organizational Behavior Faculty Hiring Committee, 2017-2020  
Member, Organizational Behavior Ph.D. Student Admissions Committee, 2018-2020  
Member, Lab Manager Search Committee, 2019-2020  
Faculty Advisor, Carolina Behavioral Economics Club, 2019-2020

### **University Service at Harvard Business School & Harvard University**

Organizer & Member, Behavioral Insights Group Lab, 2012-2017  
Member, Nerd Lab, 2011-2017  
Advisor, Undergraduate Primo Research Assistant Fellows, 2012-2017  
Advisor, Psychology Undergraduate Research Assistants, 2012-2017  
Member, Organizational Behavior Lab, 2012-2017  
Organizer & Member, Field Experiments Lab, 2014-2016  
Member, Program on Negotiation Research Lab, 2016-2017  
Teaching Coach for new instructors in Economics Department, 2014-2015

## **Journal Reviewing**

Academy of Management Journal, 2016-present  
Organization Science, 2016-present  
Organizational Behavior and Human Decision Processes, 2017-present  
Management Science, 2017-present  
Journal of Personality and Social Psychology, 2016-present  
Psychological Review, 2018-present  
Journal of Business Ethics, 2018-present  
Journal of Experimental Psychology: General, 2019-present  
Journal of Experimental Psychology: Applied, 2023-present  
Journal of Experimental Social Psychology, 2016-present  
Journal of Marketing, 2024-present  
Journal of Management Studies  
Personality and Social Psychology Bulletin, 2021-present  
European Journal of Social Psychology, 2022-present  
Behavioral Science & Policy, 2020-present  
Cornell Hospitality Quarterly, 2023-present  
Scientific Reports, 2024-present  
Behavioral Sciences, 2025-present

## **Conference & Grant Reviewing**

Academy of Management Conference, 2016-present  
National Science Foundation, Management Sciences, elected reviewer, 2025-present  
Society of Judgment and Decision-Making, elected reviewer, 2018-present  
International Association of Conflict Management, 2016-present  
Society for Personality and Social Psychology, 2017-present  
Cornell Center for Social Sciences, 2025-present  
Behavior Decision Research in Management, elected reviewer, 2018-2020  
Society of Consumer Psychology, 2018-2020  
Israel Science Foundation, 2020-2021  
Social Sciences and Humanities Research Council of Canada, 2021-2022

## **Service to the Field**

Member, Awards Committee, AOM OB Division, 2024  
Mentor, OB Division, AOM, 2023  
Member, Best Dissertation-Based Paper Award, AOM OB Division, 2023  
Member, Diversity & Inclusion Committee, Society of Judgment and Decision Making, 2022-present  
Co-organizer, SJDM Doctoral Symposium, 2023-2024  
Faculty Advisor for Job Market Workshop, Ph.D. Project, 2020-2024  
Member, INFORMS Organization Science Dissertation Competition Judge, 2021-2024  
Elected Team Scientist, Behavior Change for Good Initiative, Wharton School, 2018-present

Member, Society of Judgment and Decision-Making Conference Track Committee, 2019-2021  
Chair, Society of Judgment and Decision-Making, Social Event Chair, 2021  
Chair, Society of Judgment and Decision-Making, Student Poster Award Committee, 2021  
Member, Society of Judgment and Decision-Making, Student Poster Award Committee, 2019  
Member, Academy of Management, Dexter Award Committee for Best International Paper, 2020  
Faculty Advisor for How to Navigate Job Market, Ph. D. Project, 2018-2020

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## PROFESSIONAL AFFILIATIONS

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Academy of Management (AOM), 2012-present  
American Psychological Association (APA), 2015-present  
Association for Psychological Science (APS), 2015-present  
Association for Consumer Research (ACR), 2015-present  
Behavior Change for Good, Elected Member, 2018-present  
Behavioral Decision Research Management (BDRM), 2013-2020  
Behavioral Exchange (BX), 2016-2020  
Behavioral Science and Policy Association (BSPA), 2016-present  
European Association of Social Psychology (EASP), 2017-present  
European Association of Consumer Research (EACR), 2018-present  
International Association of Conflict Management (IACM), 2016-present  
Society of Experimental Social Psychology (SESP), 2017-present  
Society for Personality and Social Psychology (SPSP), 2013-present  
Society of Judgment and Decision-Making (SJDM), 2013-present  
Society for Consumer Psychology (SCP), 2017-present

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## PREVIOUS ACADEMIC POSITIONS & RESEARCH EXPERIENCE

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Harvard Business School, Research Associate, NOM Unit, 2010-2012  
Harvard University, Research Assistant, Department of Economics, 2011  
Harvard University, Research Assistant, Department of Psychology, 2010  
Massachusetts Institute of Technology, Research Assistant, MIT Sloan, 2010  
National Bureau of Economic Research, Research Assistant, Behavioral Finance, 2009  
Harvard Business School, Research Assistant, Marketing Unit, 2008

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## SELECTED MEDIA COVERAGE

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- 2025 Epoch Times: Rituals Change Your Holidays
- 2025 Cornell Chronicle: The Speed Trap: Why Leaders' Quick Pivots Can Seem Inauthentic
- 2025 American Psychology Association (APA) Podcast: Why humblebragging is never a good idea
- 2025 Insights by Stanford Business: Employees Want Feedback, But Not Too Quickly

2025 Stanford Report: Employees Want Their Bosses to Respond to Feedback  
2025 The HR Digest: Leadership Lessons: Instant Change May Invoke an Authenticity Penalty  
2025 Academy of Management Insights: Bosses Who Change Gradually Are Seen as More Authentic  
2025 NegotiateX Podcast: Never Be Forgotten Again: Impression Management Mastery  
2025 HEC Newsletter: Interview with Faculty Series  
2024 The Wall Street Journal: In Praise of Bragging  
2024 Forbes: Do's and Don'ts of Workplace Schmoozing  
2024 The Atlantic: A Compliment that Really Means Something  
2024 PsyPost: Flattery Can Harm Leaders Reputations and Their Organization  
2024 List2: A Manager's Credibility and Reputation can be Negatively Affected by Excessive Flattery  
2024 Insead Research Picks, Insead Knowledge, Conveying Interpersonal Warmth  
2024 Harvard Business Review: Ideas to Watch 2024  
2024 Therapy Tips: The Influence of Flattery on Leaders and Organizations  
2024 The Learner Lab Podcast: Overcoming the Outcome Bias  
2024 The Armen Show Podcast: Impression MisManagement  
2023 The Washington Post: LinkedIn is Getting Weirdly Personal and Not Everyone Likes It  
2023 Harvard Business Review: Our Favorite Management Tips About Gratitude  
2023 New York Times: Feeling Mortgage-Rate Envy? You're Not Alone  
2023 Cornell Chronicle: To Stand Out on LinkedIn, Focus on Journey  
2023 India Education: New Cornell Research Suggests Journey is More Prominent on LinkedIn  
2023 National Tribune: To Stand Out on LinkedIn, Focus on Journey, Not Achievements  
2023 Wall Street Journal: How to Coast at Work, Without Hurting Your Career  
2023 Learner Lab Podcast: Outcome Bias, How to Improve Learning and Decision Making  
2023 Nature & Nurture Podcast: Comedy & Impression Management  
2023 Five Books: The Best Books on Making a Good Impression  
2023 Stanford Psychology Podcast: The Case for Sharing Good News  
2023 Chicago Booth Review: Why Posting About That Promotion is Better Than Keeping Quiet  
2023 Wall Street Journal: Brag at Work Without Sounding Like a Jerk  
2022 HBS Working Knowledge: Teams That Play Together Stay Together  
2022 Business Insider: Job Interview Tips: How to Impress the Hiring Manager  
2022 Harvard Business Review: HBR Articles of the Year 2021  
2022 El País: Nuances of Self-Promotion  
2022 Indianapolis Business Journal: It's Important to Promote Yourself at Work  
2022 The Times: "I don't like to boast"  
2022 Social Science Podcast: Impression MisManagement  
2021 Harvard Business Review: Don't Underestimate the Power of Kindness  
2021 Harvard Business Review: Savvy Self-promotion  
2021 CNBC: The value of kindness at work  
2021 The Wall Street Journal: The Surprising Strategy for Acing a Job Interview  
2021 UNC The Well: Being too humble can hurt you  
2021 Behavioral Science Toolkit Podcast: Impression Management  
2021 UNC March Newsletter: Studying how we act and finding humor along the way

2021 The Seattle Times: 5 Career-Damaging Verbal Flubs—and How to Stop

2021 Harvard Business Review: Business Thought Leaders

2021 Attached Podcast: A Bridgerton of Success—But Keeping it to Yourself?

2021 Independent: How to Make a Good Impression

2021 Greatness Podcast: Impression (Mis)Management

2020 New York Times: Some Ideas for Fixing America—Hiding Success

2020 Psychology Today: Hiding Success

2020 Los Angeles Times: How to Celebrate the Holidays Alone

2020 Against the Rules Podcast with Michael Lewis: Humblebragging

2020 Behavioral Science Podcast: Impression (Mis)Management

2020 Harvard Business Review: A User's Guide to Humor at Work

2020 Poets & Quants: Bringing Stand-up Comedy to the Classroom

2020 Forbes: 16 Ways to Promote Handwashing with Behavioral Science

2019 Medium: How to #Humblebrag if You Absolutely Must

2019 UNC Inside Research Newsletter: How to Make a Good Impression

2019 The Washington Post: What's the deal with anti-endorsements?

2019 Forbes: Rituals are Good for Couples—and Businesses, too

2019 Science and Comedy Podcast: Impression MisManagement

2019 Business Insider: Expert tips to land the job of your dreams

2019 I'm Not Joking Podcast: Humblebragging

2019 Research Insights: When Compliments Don't Work

2018 Psychology Today: The Psychology of Humblebragging

2018 Harvard Gazette: Let me compliment you, sort of

2018 Economics: How Happy Relationships Relate to Money

2018 Monitor on Psych: Humblebragging

2018 The Independent: Humblebragging makes people like you less than boasting

2018 TIME: Humblebragging Makes People Dislike You, According to Science

2018 Newsweek: #Blessed: The humblebrag makes you less likeable, science shows

2018 CNBC: How humblebragging could be sabotaging your career

2018 CJAB-FM Canada Radio: How to Self-promote

2017 The Economic Times: Want people to like you? Avoid these things

2017 Pacific Standard: Humblebragging Just Makes You Look Like a Fraud

2017 Psychology Today: Want to Make a Good Impression?

2017 Reader's Digest: This is the Real Reason Your Friend Always Humblebrags

2017 Boston Public Radio: Why do we give each other backhanded compliments?

2017 Fast Company: The emotionally intelligent startup's guide to bragging

2016 Financial Times: Why family traditions make for happy holidays

2016 Scientific American: Family Traditions Boost Happiness

2016 The Wall Street Journal: How to Get More out of Office Conversations

2016 Harvard Business Review: When We Judge a Decision by the Outcome

2015 The Wall Street Journal: The Case for Humble Executives

- 2015 Washington Post: The rise of humblebragging
- 2015 The Huffington Post: Research Confirms Humblebragging Doesn't Work
- 2015 Boston Globe: Humblebragging: You want to, but you shouldn't
- 2015 Boston Magazine: Humblebragging is useless, so maybe just brag instead
- 2015 Vox: The humblebrag is a useless waste of time
- 2015 Big Think: Self-promoters should avoid humblebragging—it's insincere
- 2015 Business Insider: Why you should never humblebrag in a job interview
- 2015 Fortune: Humblebragging Doesn't Work
- 2015 ABC News: People hate humblebraggers
- 2015 The Guardian: Don't be a humblebragger, just have a good old-fashioned boast