

# 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**

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

## HONORS, AWARDS & FELLOWSHIPS

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- 2023 Cornell University, 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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- Rogers, B. <sup>+</sup>, Sezer, O., & Klein, N. (2023). Too naïve to lead: When leaders fall for flattery, warmth in written introductions. *Journal of Personality and Social Psychology*, 125(6), 1394-1419.
- 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., & 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., & 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.

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

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- Ross, M., <sup>+</sup> & **Sezer, O.** Impression (Mis)Management (forthcoming). 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.**, Nault, K.<sup>+</sup>, & 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*
  - ◆ 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
- Koyuncu, B. Stephens, J. P., & **Sezer, O.** How to be In-Tune as a Leader, (Target Journal: *Harvard Business Review*)

## INVITED PRESENTATIONS

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- 2024 Neoma Business School, People and Organizations
- 2024 Cornell Alumni Leadership Conference
- 2024 Berkeley Lab Stewardship Summit
- 2023 Cornell University, Institution of Compensation Studies
- 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
- Organizational Behavior & Leadership Skills
- Leadership, Diversity & Inclusion

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

- Managerial Negotiations

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

- Managerial Decision Making
- Managerial Decision Making
- Negotiations
- Managerial Decision Making
- Managerial Decision Making
- Managerial Decision Making
- Negotiations
- Managerial Decision Making

Negotiations  
Negotiations  
Managerial Decision Making  
Negotiations  
Managerial Decision Making  
Negotiations  
Organizational Behavior Core, Leading and Managing  
Micro Topics in Organizational Behavior

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

Behavioral Insights Field course  
Noticing: A Leadership Challenge

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

Psychology and Economics  
Psychology and Economics  
Psychology and Economics

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

Linear Algebra  
Multivariable Calculus  
Quantitative Reasoning  
Introduction to Computer Science

## **PEER-REVIEWED CONFERENCE PRESENTATIONS**

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### **Organized Conference**

- Cornell Johnson College of Business M&O Research Conference (Co-Organizer), 2023-present
- Cornell Nolan HR in Hospitality Conference (Co-Organizer), 2024-present
- Society of Judgment and Decision Making, Doctoral Symposium (Co-Organizer), 2023-present

### **Chaired Conference Symposia**

- 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

- 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.
- **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.**, Gino, F., & Norton, M.I. (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.**, Gino, F., & Norton, M.I. (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 (SJDJ), 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.**, Gino, F., & Norton, M.I. (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.**, Gino, F., & Norton, M.I. (August, 2016). Humblebragging—A distinct—and ineffective—self-presentation strategy. Paper presented at the International Association of Conflict Management (IACM), New York, NY.
- **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.**, Gino, F., & Norton, M.I. (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.**, Gino, F., & Norton, M.I. (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., Gino, F., & Norton, M.I. (May, 2015). Group rituals improve group performance. Paper presented at Association for Psychological Science (APS), New York, NY.
- **Sezer, O.**, Gino, F., & Norton, M.I. (May, 2015). Humblebragging—A distinct—and ineffective—self-presentation strategy. Poster presented at the Association for Psychological Science (APS), New York, NY.
- **Sezer, O.**, Gino, F., & Norton, M.I. (April, 2015). Humblebragging—A distinct—and ineffective—self-presentation strategy. Paper presented at the Women in Academia at the Wharton School, PA.
- **Sezer, O.**, Gino, F., & Norton, M.I. (March, 2015). Humblebragging—A distinct—and ineffective—self-presentation strategy. Paper at the International Convention of Psych Science (ICPS), Amsterdam.

- **Sezer, O.**, Gino, F., & Norton, M.I. (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.**, Gino, F., & Norton, M.I. (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.**, Gino, F., & Norton, M.I. (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.**, Zhang, T., Gino, F., & Bazerman, M. H. (August, 2013), Overcoming the outcome bias: Making intentions matter. Paper presented at the Academy of Management (AOM), Orlando, FL.

### **Discussant & Panelist Sessions**

- Tuesday Coolness Session (August, 2023), Managerial and Organizational Cognition, Session Facilitator, Academy of Management (AOM), Seattle, Washington.
- 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
- Vanessa Sa (2026), 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**

- 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 Kanuparth \* 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**

- Camilla Carmona (2027), Undergraduate at Cornell
- Emily Chen (2027), Undergraduate at Cornell
- Andy Nakhirunkanok Simon (2027), Undergraduate at Cornell
- Alexis Oh (2027), Undergraduate at Cornell
- Pranav Patel (2027), Undergraduate at Cornell
- Faculty advisor for Cornell Hospitality Research Club

## **SERVICE**

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

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

Member, Cornell Johnson M&O Ph.D. Exam Committee, 2023

Member, Cornell Johnson Behavioral Science Laboratory Advisory Committee, 2023-present

Co-Organizer, Cornell Johnson College of Business, M&O Research Conference, 2023-present

Member, HR in Hospitality Conference Organizing Committee, 2023-present

Facilitator for MMH Dean's Distinguished Lecture Series with Malaika Myers, December 2023

Guest Speaker, Institute for Compensation Studies, November 2023

Keynote Speaker, Cornell Alumni Leadership Conference, February 2024

## **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  
Personality and Social Psychology Bulletin, 2021-present  
European Journal of Social Psychology, 2022-present  
Behavioral Science & Policy, 2020-present  
Cornell Hospitality Quarterly, 2023-present

## **Conference & Grant Reviewing**

Academy of Management Conference, 2016-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  
Behavior Decision Research in Management, elected reviewer, 2018-2020  
Society of Consumer Psychology, 2018-2020  
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-present  
Faculty Advisor for Job Market Workshop, Ph.D. Project, 2020-present  
Member, INFORMS Organization Science Dissertation Competition Judge, 2021-present  
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

## **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

## **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

## SELECTED MEDIA COVERAGE

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- 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 Pais: 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 Ezonomics: 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