

# SIMONE TANG

565 Statler Hall, Cornell University, Ithaca, NY • 607-255-0044 • simone.tang@cornell.edu

## EDUCATION

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### Duke University

Ph.D. Management and Organizations 2018

### University of Pennsylvania

M.A. Criminology (sub-matriculation), *summa cum laude* 2010

B.A. Psychology (*Hons.*), *summa cum laude* 2010

## ACADEMIC APPOINTMENTS

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### Cornell University

#### SC Johnson College of Business, School of Hotel Administration

Assistant Professor of Organizational Behavior July 2018

## RESEARCH INTERESTS

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- Moral judgments of organizations and organizational actors
- Morality and ethics in interpersonal and intergroup dynamics
- Ideology in decision-making and organizations

## PEER-REVIEWED PUBLICATIONS

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- **Tang, S.** & Gray, K. (2023). Do Companies Think and Feel? Mind Perception of Organizations and its moral consequences, *Cognitive Science*, <http://dx.doi.org/10.1111/cogs.13320>
- **Tang, S.**, Shepherd, S., & Kay, A.C. (2023). When do we judge ingroup members more harshly? A morality as social glue perspective, *European Journal of Social Psychology*, *53*, 1605-1622
- **Tang, S.** & Gray, K. (2021). Feeling empathy for organizations: Moral Consequences, Mechanisms, and the Power of Framing, *Journal of Experimental Social Psychology*, *96*, 104147.
- **Tang, S.**, Koval, C.Z., Larrick, R.P. & Harris, L.H. (2020). The Morality of Organization vs. Organized Members: Organizations are Attributed More Control and Responsibility for Negative Outcomes than are Equivalent Members, *Journal of Personality and Social Psychology*, *119*(4), 901–919.
- Ma, A., **Tang, S.**, & Kay, A.C. (2019). Psychological reactance as a function of thought versus behavioral control. *Journal of Experimental Social Psychology*, *84*, 103825
- **Tang, S.** & Gray, K. (2018). CEOs imbue organizations with feeling, enabling corporate atonement, *Journal of Experimental Social Psychology*, *79*, 115-125.
- **Tang, S.**, King, M., & Kay, A. C. (2018). Fate as a motivated (and de-motivating) belief: Evidence for a link from task importance to belief in fate to effort. *Organizational Behavior and Human Decision Processes*, *144*, 74-84.
- **Tang, S.**, Morewedge, C.K., Larrick, R.P. & Klein, J. (2017). Disloyalty Aversion: Greater Reluctance to Bet Against Close Others than the Self, *Organizational Behavior and Human Decision Processes*, *140*, 1-13.
- Morewedge, C.K., **Tang, S.**, Larrick, R.P. (2016). Betting your favorite to win: Costly reluctance to hedge desired outcomes, *Management Science*, *64*(3), 997-1014.

- **Tang, S.** & Harris, L.H. (2015). Construing a transgression as a moral or value violation impacts other-versus self-dehumanisation, *International Review of Social Psychology*, 28(1), 95-123 .
- **Tang, S.**, Shepherd, S., & Kay, A.C. (2014). Do difficult decisions increase belief in fate? A test in the context of the 2012 presidential elections, *Psychological Science*, 25, 1046-1048.
- Gao, Y. & **Tang, S.** (2013). Psychopathic personality and utilitarian moral judgment in college students, *Journal of Criminal Justice*, 41(5), 342-349.

## PAPERS IN THE REVIEW PROCESS

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- **Tang, S.** & Gray, K. When and why we derogate family members of organizational leaders
- **Tang, S.**, Schlund, R., & Berry, Z., How the underdog positioning influences organization perceptions
- Lees, J., **Tang, S.**, & Sidanius, J. Ideology and organization mind perception
- Kniffin, K., Doris, J., & **Tang, S.** Organizational leaders and height preferences

## ONGOING PROJECTS

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- **Tang, S.**, Kim, H., & Helleringer, G. How framing influences punishment perceptions
- **Tang, S.** & Choi, J.S. Loyalty and perceptions of harm
- **Tang, S.** & Wong, E.K.F. Fairness perceptions in organizations

## HONORS

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- |   |             |
|---|-------------|
| • Cornell Center for Social Sciences Faculty Fellow | 2021-2022   |
| • Israel Institute for Advanced Studies Fellow      | 2020-2021   |
| • Cornell University SHA Faculty Teaching Award     | 2019-2020   |
| • Duke University Fellow                            | 2012-2018   |
| • Fellow, Kenan Institute for Ethics                | 2015        |
| • Phi Beta Kappa National Honors Society            | Since 2010  |
| • Psi Chi National Psychology Honors Society        | Since 2009  |
| • University of Pennsylvania University Scholar     | 2008 – 2010 |
| • Dean’s List                                       | 2006 – 2010 |

## GRANTS AND AWARDS

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- |   |      |
|---|------|
| • President’s Council of Cornell Women Affinito-Stewart grant (\$10,000)    | 2021 |
| • Cornell Center for Social Sciences fellowship and grant (\$8500)          | 2021 |
| • Cornell Center for Social Sciences small grant (\$3500)                   | 2020 |
| • JNF Faculty Fellowship  | 2019 |
| • Duke University Graduate School Dean’s Award (\$22,912)                   | 2017 |
| • Kenan Institute for Ethics Graduate Fellowship (\$3000)                   | 2015 |
| • Kenan-Biddle Partnership Grant (\$5000)                                   | 2014 |
| • Duke Interdisciplinary Behavioral Research Center Grant (\$500)           | 2014 |
| • SPSP Graduate Student Travel Award (\$500)                                | 2013 |
| ○ Awarded to students showing promise in Social Psychology or related field |      |
| • John Sabini Thesis Award (\$500)  | 2010 |
| ○ Best senior thesis in Social Psychology                                   |      |
| • Penn Undergraduate Research Travel Grant (\$500)                          | 2010 |

## EXTERNAL INVITED PRESENTATIONS

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- National University of Singapore 2024
- Rice University 2024
- ESSEC Business School, Paris, France 2022
- University College London, UK 2019
- Kühne Logistics University, Germany, (Im)morality Conference 2019
- Dartmouth University 2019
- University of Hawaii-Manoa 2018
- University of Pennsylvania, Wharton Society of Women in Business Academia 2017
- University of North Carolina-Chapel Hill, Mind Perception Lab 2017
- University of British Columbia, (Im)morality Conference 2016

## INTERNAL INVITED PRESENTATIONS

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- Cornell University, The Moral Psychology of Social Technology Conference 2022
- Cornell University, Moral Psychology series 2021
- Cornell University, eCornell Keynote 2020
- Cornell University, Gilovich Lab 2020
- Cornell University, Center for Behavioral Economics and Decision Research (BEDR) 2019
- Duke University, Psychology Department 2017

## ORGANIZED CONFERENCES

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- International Association of Conflict Management, Program Chair 2024
- Cornell Johnson College of Business OB research conference 2019 – Present
- Connect and Collaborate Initiative (Academy of Management, CM Division) 2017 – 2019
- Carolina Research in Organizational, Marketing and Social Psychology April 2015

## ORGANIZED SYMPOSIA

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- **Tang, S.** (2017, August). *Is loyalty always good? The dark side of loyalty*. Symposium conducted at the meeting of the Academy of Management, Atlanta, GA
- **Tang, S., Koval, C.Z. & Larrick, R.P.** (2016, August). *The effects of organization on situation and person appraisal*. Symposium conducted at the meeting of the Academy of Management, Anaheim, CA
- **Tang, S. & Kay, A.C.** (2015, August). *The dark side of motivation: The negative effects of pursuing desired ends*. Symposium conducted at the meeting of the Academy of Management, Vancouver, BC

## PAPER PRESENTATIONS

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- How aggregate vs. per-unit framing influences moral judgments of organizations July 2023
- *International Association for Conflict Management*
- How the underdog position influences perceived suffering and empathy January 2023  
*Israel Organizational Behavior Conference*
- How the underdog position influences perceived suffering and empathy July 2022  
*International Association for Conflict Management*
- When do we empathize with organizations? July 2021

*International Society of Justice Research*

- Perceptions of organizational actors: Why people derogate the children of politicians July 2020  
*International Association for Conflict Management*
- Organizations with female (vs. male) CEOs are perceived as more compassionate and more ethical August 2019  
*Academy of Management*
- Perceptions and judgments of organizations with female (vs. male) CEOs July 2019  
*International Association for Conflict Management*
- Fate as a Motivated (and De-Motivating) Belief: Evidence for a Causal Relationship Between Task Importance, Belief in Fate, and Effort August 2018  
*Academy of Management*
- Disloyalty aversion: The reluctance to bet against close others August 2017  
*Academy of Management*
- The influence of choice and perspective-taking on perpetrator vs. victim blaming May 2017  
*East Coast Doctoral Conference, New York*
- Disloyalty aversion: The reluctance to bet against close others March 2017  
*Wharton Society of Women in Business Academia Conference*
- Imbuing an organization with experience fulfills our punishment motivations January 2017  
*SPSP Justice and Morality Preconference Graduate Student Microtalk*
- Organizations are attributed more responsibility for bad outcomes August 2016  
*Academy of Management*
- Inequality between organizations is more acceptable than between individuals August 2016  
*Academy of Management*
- Inequality between organizations is more acceptable than between individuals June 2016  
*Behavioral Decision Research in Management*
- Fate as a Motivated (and De-Motivating) Belief: Evidence for a Causal Relationship Between Task Importance, Belief in Fate, and Effort August 2015  
*Academy of Management*
- Loyalty concerns inhibit profiting from a close other's outcome August 2014  
*Academy of Management*
- Loyalty explains differences in betting behavior for self and close other November 2013  
*Society for Judgments and Decision-Making*

**EDITORIAL BOARD**

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- Organizational Behavior and Human Decision Processes

**AD HOC REVIEWING**

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- Asian Journal of Social Psychology
- Cognition
- European Journal of Social Psychology
- Frontiers in Psychology
- International Review of Social Psychology
- Journal of Personality and Social Psychology

- Journal of Economic Behavior and Organization
- Journal of Experimental Social Psychology
- Journal of Experimental Psychology: General
- Journal of Business Research
- Management Science
- Organizational Behavior and Human Decision Processes
- Organization Science
- Personality and Social Psychology Bulletin
- Plos ONE
- Psychological Science
- Technological Forecasting and Social Change

## TEACHING

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- |   |                |
|---|----------------|
| • Organizational Behavior and Leadership Skills | 2019 – Present |
| • PhD Seminar in Micro Organizational Behavior  | 2021 – Present |
| • Hospitality Graduate Research Seminar         | 2021           |
| • Introduction to research design and analysis  | 2017           |
| • Negotiations for Duke University LEADS SBI    | 2014-2017      |
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## STUDENT MENTEES

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- Ji Sok Choi (PhD, Cornell University)
- Kaelyn Park (UG Thesis, Cornell University)

## PROFESSIONAL AFFILIATIONS

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- Academy of Management
- International Association for Conflict Management
- International Society for Justice Research
- Society for Personality and Social Psychology
- Society for Judgments and Decision-Making
- Society of Duke Fellows

## OTHER SERVICE AND ACTIVITIES

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|--|----------------|
| • Organizer, Johnson College of Business Management and Organizations conference | 2019 - Present |
| • PhD admissions committee, Cornell Johnson College of Business                  | 2019 - Present |
| • Life Improvement Science proposal jury member                                  | 2021           |
| • Competition Judge, Cornell SHA Models of Excellence in Business                | 2019           |
| • PhD mentor, Duke undergraduate mentees   | 2014-2018      |
| • Board member, Duke Libraries Student Advisory Board                            | 2016-2018      |
| • Duke Women in Science and Engineering member                                   | 2012-2018      |
| • Duke Center for Sexual and Gender Diversity member                             | 2013-2018      |
| • Tour guide, Preservation Durham  | 2015-2018      |
| • Senior PhD mentor for Duke junior PhD students                                 | 2016-2017      |

## **MEDIA MENTIONS**

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- Fast Company. People think companies have minds and feelings. Here's why that matters, according to a cognitive scientist
- Management Today. Do companies think and feel?
- Phys.org. What happens when we assign human qualities to companies?
- New York Times. Why don't we bet against our teams?
- Psychology Today. Bet on friendship
- Pacific Standard. Belief in Fate: A Way to Avoid Making Tough Decisions?
- Psychology Today. Why We Believe in Fate, Sometimes