

SIMONE TANG

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EDUCATION

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

Cornell University

SC Johnson College of Business, School of Hotel Administration

Assistant Professor of Organizational Behavior July 2018

RESEARCH INTERESTS

- Influence of morality and ethics on interpersonal and intergroup dynamics
- Ideology in decision-making and work
- Moral judgments of leaders and organizations

PEER-REVIEWED PUBLICATIONS

- **Tang, S.**, Koval, C.Z., Larrick, R.P. & Harris, L.H. (in press). 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*
- Ma, A., **Tang, S.**, & Kay, A.C. (2019). Psychological reactance as a function of thought versus behavioral control. *Journal of Experimental Social Psychology*, 84
- **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.**, 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.
- **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 .
- 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

- **Tang, S.**, Larrick, R.P. & Gray, K. (invited resubmission). Organized members or organization? People empathize less with organizations (than with its members)
- **Tang, S.** & Gray, K. When Organizations Can Feel: An Organization's Members and Goals Determine Mind Perception and Shape Moral Consequences
- **Tang, S.** & Chang, E. Organizations with female (vs. male) CEOs are perceived as more compassionate and more ethical
- **Tang, S.**, Shepherd, S., & Kay, A.C. When do we judge ingroup members more harshly? A morality as social glue perspective.
- Goodwin, G.P., Gromet, D., **Tang, S.**, Nadelhoffer, T., & Sinnott-Armstrong, W. Mind versus brain: How psychological and neuroscientific explanations affect people's views of wrongdoers

WORKING PAPERS AND ONGOING PROJECTS

- **Tang, S.** Loyalty increases perception of harm to one's group
- **Tang, S.** & Wong, E.K.F. Fairness perceptions for material vs. emotional injustices
- **Tang, S.** & Chou, E. When do people prefer the integration of church and state? The role of existential motives.
- **Tang, S.**, Savani, K. & Galinsky, A.D. How choice and perspective-taking influence perpetrator vs. victim blaming
- Holtzman, G., Heck, P., Anderson, S., **Tang, S.**, & Gray, K. Intentional moral ignorance of leaders

GRANTS AND AWARDS

- 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

HONORS

- 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

INVITED PRESENTATIONS

- University College London, UK 2019
- Kühne Logistics University, Germany, (Im)morality Conference 2019

- Cornell University, Center for Behavioral Economics and Decision Research (BEDR) 2019
- Dartmouth University 2019
- University of Hawaii-Manoa 2018
- University of Pennsylvania, Wharton Society of Women in Business Academia 2017
- Duke University, Psychology Department 2017
- University of North Carolina-Chapel Hill, Mind Perception Lab 2017
- University of British Columbia, (Im)morality Conference 2016

ORGANIZED CONFERENCES

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

ORGANIZED SYMPOSIA

- **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

- Organizations with female (vs. male) CEOs are perceived as more compassionate and more ethical August 2019
Academy of 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 August 2015

Between Task Importance, Belief in Fate, and Effort

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

AD HOC REVIEWER EXPERIENCE

- Journal of Personality and Social Psychology
- Management Science
- Journal of Experimental Psychology: General
- Journal of Experimental Social Psychology
- Cognition
- Frontiers in Psychology
- International Review of Social Psychology
- Technological Forecasting and Social Change
- Academy of Management Conference
- Society for Personality and Social Psychology Student Award

TEACHING EXPERIENCE

Organizational Behavior and Leadership Skills (Instructor)	2019
Introduction to research design and analysis (Instructor)	2017
Negotiations for LEADS SBI at Duke University (Instructor)	2014-2017
Leadership (Course assistant)	2013-2017
Foundations of Management (Course assistant)	2013-2016
Leadership, Ethics and Organizations (Course assistant)	2013
Decision-Making (Course assistant)	2013
Biosocial Criminology (Course assistant)	2009

PROFESSIONAL AFFILIATIONS

- Academy of 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

- Cornell Johnson College of Business PhD admissions committee interviewer 2019
- Cornell SHA Models of Excellence in Business Competition Judge 2019
- PhD mentor for undergraduate mentees 2014-2018
- Board member of 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 for Preservation Durham 2015-2018
- Senior PhD mentor for junior PhD students 2016-2017

MEDIA MENTIONS

- 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