

# SIMONE TANG

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

## 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

---

- Moral judgments of organizations and organizational actors
- Influence of morality and ethics on interpersonal and intergroup dynamics
- Influence of ideology in decision-making and organizational work

## PEER-REVIEWED PUBLICATIONS

---

- **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.**, 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.** & Li, H. The psychology of loyalty: How Lay Understanding of Loyalty Influences Moral Judgments, Trust, and Hiring Outcomes
- Lees, J. & **Tang, S.** Ideology and organization mind perception
- **Tang, S.** Perceiving minds in organizational actors: Why we derogate the vulnerable family members of politicians
- **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 human-like, compassionate and ethical
- **Tang, S.**, Shepherd, S., & Kay, A.C. When do we judge ingroup members more harshly? A morality as social glue perspective

## HONORS

---

- |   |             |
|---|-------------|
| • 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

---

- |   |      |
|---|------|
| • 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 |

## INVITED PRESENTATIONS

---

- Cornell University, Moral Psychology series 2021
- Cornell University, eCornell Keynote 2020
- Cornell University, Gilovich Lab 2020
- 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 – Present
- 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

---

- When do we empathize with suffering 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**

---

- Organizational Behavior and Human Decision Processes

## **AD HOC REVIEWER EXPERIENCE**

---

- Academy of Management Conference
- 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
- Personality and Social Psychology Bulletin
- Plos ONE
- Technological Forecasting and Social Change

## **TEACHING**

---

Organizational Behavior and Leadership Skills	2019 – Present
Corporate Personhood: The Psychology of the Moral Organization	2022
Hospitality Graduate Research Seminar	2021

PhD Seminar in Micro Organizational Behavior	2021
Introduction to research design and analysis	2017
Negotiations for Duke University LEADS SBI	2014-2017

## **PROFESSIONAL AFFILIATIONS**

---

- 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**

---

- |  |                |
|--|----------------|
| • 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, Duke 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