

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

Covid extension 2020-2021

Medical leave 2022-2023

RESEARCH INTERESTS

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

PEER-REVIEWED PUBLICATIONS

- **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 AND ONGOING RESEARCH

- **Tang, S.** & Choi, J.S. Loyalty increases perceptions of harm
- **Tang, S.** & Gray, K. When and why we derogate family members of leaders
- Lees, J., **Tang, S.**, & Sidanius, J. Ideology and organization mind perception
- Kniffin, K., Doris, J., & **Tang, S.** Height templates of leader pairs
- **Tang, S.**, Kim, H., & Helleringer, G. How the punishment of a wrongdoing organization is framed influences moral judgments
- **Tang, S.**, Schlund, R., & Berry, Z., The underdog organization: How the underdog position influences perceived suffering and empathy of organizations
- **Tang, S.** & Hernandez, A. The influence of minority status on humanization of organizations
- Schlund, R., Berry, Z. & **Tang, S.** How framing an organization as family-owned influences perceived morality of organizations
- Choi, J.S. & **Tang, S.** People are more likely to make unethical requests for prestige vs. dominant leaders

HONORS

- | | |
|---|------------|
| • Ted Tang Teaching Excellence Award | 2024 |
| • Cornell Center for Social Sciences Faculty Fellow | 2021-2022 |
| • Israel Institute for Advanced Studies Fellow | 2020-2021 |
| • Cornell University SHA Faculty Teaching Award | 2020 |
| • Duke University Fellow | 2012-2018 |
| • Fellow, Kenan Institute for Ethics | 2015-2016 |
| • 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

- Boston University 2025
- Rock Ethics Institute, Penn State University 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

- Innovation, Entrepreneurship and Technology, Cornell University 2025
- The Moral Psychology of Social Technology Conference, Cornell University 2022
- Moral Psychology series, Cornell University 2021
- eCornell Keynote, What the Election Might Mean for Business, Cornell University 2020
- Gilovich Lab, Psychology, Cornell University 2020
- Center for Behavioral Economics and Decision Research (BEDR), Cornell University 2019
- Psychology Department, Duke University 2017

ORGANIZED CONFERENCES

- 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

- **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

- Punishment framed in the aggregate vs. per-unit influences moral judgments
Conference of Empirical Legal Studies November 2024
- Loyalty increases perceptions of harm
Academy of Management August 2024
- Loyalty increases perceptions of harm
International Association for Conflict Management July 2024
- How aggregate vs. per-unit framing influences moral judgments of organizations
International Association for Conflict Management July 2023
- How the underdog position influences perceived suffering and empathy
Israel Organizational Behavior Conference January 2023
- How the underdog position influences perceived suffering and empathy
International Association for Conflict Management July 2022
- When do we empathize with organizations?
International Society of Justice Research July 2021
- Perceptions of organizational actors: Why people derogate the children of politicians
International Association for Conflict Management July 2020
- Organizations with female (vs. male) CEOs are perceived as more compassionate and more ethical
Academy of Management August 2019
- Perceptions and judgments of organizations with female (vs. male) CEOs
International Association for Conflict Management July 2019
- Fate as a Motivated (and De-Motivating) Belief: Evidence for a Causal Relationship Between Task Importance, Belief in Fate, and Effort
Academy of Management August 2018
- Disloyalty aversion: The reluctance to bet against close others
Academy of Management August 2017
- The influence of choice and perspective-taking on perpetrator vs. victim blaming
East Coast Doctoral Conference, New York May 2017
- Disloyalty aversion: The reluctance to bet against close others
Wharton Society of Women in Business Academia Conference March 2017
- Imbuing an organization with experience fulfills our punishment motivations
SPSP Justice and Morality Preconference Graduate Student Microtalk January 2017
- Organizations are attributed more responsibility for bad outcomes
Academy of Management August 2016
- Inequality between organizations is more acceptable than between individuals
Academy of Management August 2016
- Inequality between organizations is more acceptable than between individuals
Behavioral Decision Research in Management June 2016
- Fate as a Motivated (and De-Motivating) Belief: Evidence for a Causal Relationship Between Task Importance, Belief in Fate, and Effort
Academy of Management August 2015
- 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
Society for Judgments and Decision-Making

November 2013

EDITORIAL BOARDS

- Organizational Behavior and Human Decision Processes 2020-Present

AD HOC REVIEWING

- 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

- HADM1150 Organizational Behavior and Leadership Skills 2019-Present
- NRE5170 PhD Seminar in Micro Organizational Behavior 2021-Present
- HADM 9981 Seminar in Service Management Research 2021
- Introduction to research design and analysis 2017
- LEADS SBI Negotiations Duke Summer Program 2014-2017

STUDENT MENTEES

- Ji Sok Choi (PhD, Cornell University)
- Alayna Hernandez (PhD, Cornell University)
- Kaelyn Park (UG Thesis, Cornell University)
- Jemima Yoon (UG Independent project, Cornell University)
- Hasti Khalilkhani (Postgraduate, Cornell University)
- Pragati Singh (Master's in Psychology, Cornell University)
- Hunter Powers (High school, St. John's School Puerto Rico)

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

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|---|----------------|
| • SC Johnson College of Business Marketing area recruiting committee | 2025 |
| • Organizer, Joint SC Johnson College of Business-ILR M&O area conference | 2019 - Present |
| • PhD admissions committee, Cornell Johnson College of Business | 2019 - 2023 |
| • SC Johnson College of Business M&O area recruiting committee | 2021 |
| • 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 AND INTERVIEWS

- KCBS All News Radio, Audacy San Francisco. Pope equates election candidates as anti-life as voters are still undecided. Episode 9-2-24
- HuffPost. Here's What's Going On In The Mind Of The Still-Undecided Voter.
- 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