

STEPHEN MICHAEL GARCIA

Graduate School of Management
University of California, Davis
Davis, CA 95616

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UNIVERSITY DEGREES

Stanford University, Psychology, A.B., with distinction, 1995

Princeton University, Psychology, M.A., 1999

Harvard University, Administration, Planning & Social Policy, Ed.M., 2002

Princeton University, Psychology, PhD., 2002

ACADEMIC APPOINTMENTS

University of California, Davis, CA

Full Professor, with tenure, Graduate School of Management (present)

University of Michigan, Ann Arbor, MI

Full Professor of Psychology, with tenure, Department of Psychology (2019)

Full Professor of Organizational Studies, with tenure, Organizational Studies (2019)

Faculty Associate, Research Center for Group Dynamics, ISR (2003-2019)

Adjunct Faculty Associate, Research Center for Group Dynamics (2019-present)

Associate Professor of Psychology, with tenure, Department of Psychology (2011-19)

Associate Professor of Organizational Studies, with tenure, Organizational Studies(2011-19)

Adjunct Associate Professor of Management and Organizations, Business School (2012-14)

Assistant Professor of Psychology, Department of Psychology (2008-11)

Assistant Professor of Organizational Studies, Organizational Studies Program (2008-11)

Adjunct Assistant Professor of Management and Organizations, Business School (2003-08)

Assistant Professor of Public Policy, Gerald R. Ford School of Public Policy (2002-08)

London Business School, London, UK

Visiting Assistant Professor of Organisational Behaviour (Spring 2007)

Massachusetts Institute of Technology, Sloan School of Management, Cambridge, MA

Visiting Appointment (Winter 2006)

Harvard Law School, Program of Negotiation, Cambridge, MA

Graduate Student Research Fellow (2001-02)

INDUSTRY EXPERIENCE

Charles Schwab & Company, San Francisco, CA

Marketing Manager, Electronic Brokerage Division (May 2000 - September 2000)

Merrill, Lynch & Company, Princeton, NJ

Marketing Consultant, Private Client Group (January 1998 - May 1998)

Wells, Fargo & Company, San Francisco, CA

Marketing Consultant, Business Banking Group (October 1995 - April 1997)

HONORS

Elected Fellow, The Society for Personality and Social Psychology

Elected Member, Society of Experimental Social Psychology

Stanford University Distinguished Alumni Scholar

Keynote Speaker, Atlanta Conference on Competitive Advantage

Best Competitive Paper, Association for Consumer Research

Outstanding Theoretical Paper Finalist, Eastern Academy of Management

Graduate Fellowship, Program on Negotiation at Harvard Law School

National Science Foundation Graduate Fellowship

Ford Foundation Fellowship

Stanford University *Distinction*

Stanford University *Departmental Honors*

Irvine Research Award

Leadership Alliance Scholar

EDITORIAL BOARDS

Journal of Personality and Social Psychology (also incoming Associate Editor)

Journal of Behavioral Decision Making

PROFESSIONAL ASSOCIATIONS

Academy of Management • Association for Consumer Research • Association for Psychological Science • Society for Experimental Social Psychology • Society for Judgment and Decision Making • Society for Personality and Social Psychology

PUBLICATIONS

(underline = students)

Edited Volumes

S.M. Garcia, Tor, A., & Elliot, A. (2023) *Oxford Handbook of the Psychology of Competition*. New York: Oxford University Press.

Publications

Hanek, K., & **Garcia, S.M.** (2023). Gender and competitive performance: Closing gaps with smaller competitions. *Journal of Behavioral Decision Making*. <https://doi.org/10.1002/bdm.2345>

Tor, A., & **Garcia, S.M.** (2023). The neuroscience of social comparison and competition. *Cognitive, Affective, & Behavioral Neuroscience*, 23, 920-943.

Moyal, A., & **Garcia, S.M.** (2023). The seller's status-signaling fallacy. *Psychology & Marketing*, <https://doi.org/10.1002/mar.21860>

Ritov, I., & **Garcia, S.M.** (2023). Identifiability impedes efficiency maximization: A third-party perspective. *Journal of Behavioral Decision Making*, <https://doi.org/10.1002/bdm.2338>.

Garcia, S.M., Tor, A., & Elliot, A. (2023). What is the psychology of competition? In S.M. Garcia, A. Tor, & A. Elliot (Eds), *Oxford Handbook of the Psychology of Competition*. New York: Oxford University Press.

Garcia, S.M., & Tor, A. (2023) Social comparison and competition: General frameworks, focused models, and emerging phenomena. In S.M. Garcia, A. Tor, & A. Elliot (Eds), *Oxford Handbook of the Psychology of Competition*. New York: Oxford University Press.

Saridakis, G., Georgellis, Y., Benson, V., **Garcia, S.M.**, Johnstone, S., & Lai, Y. (2023). Work from home (WFH), employee productivity and wellbeing: lessons from COVID-19 and future implications. *Information Technology & People*, 36, 1757-1765.

Hanek, K., & **Garcia, S.M.** (2022). Barriers for women in the workplace: A social psychological perspective. *Social and Personality Psychology Compass*. <https://doi.org/10.1111/spc3.12706>

Reese, Z.A., **Garcia, S.M.**, & Edelman, R. (2022). More than a game: Trait competitiveness predicts motivation in minimally competitive contexts. *Personality and Individual Differences*, 185, 111262.

Ritov, I. & **Garcia, S.M.** (2022) Ventilator allocations: The effect of mere identifiability. *Behavioral Science & Policy*, 8, 35-44.

Chen, P., **Garcia, S.M.**, Chai, V., & Gonzalez, R. (2021) Comparing and being compared: A dual process framework of competition. *Advances in Group Processes*, 38, 143-164.

Garcia, S.M., Arora, P., Reese, Z.A., & Shain, M.J. (2020) Free agency and organizational rankings: A social comparison perspective on signaling theory. *Journal of Behavioral and Experimental Economics*, 89

Garcia, S.M., Reese, Z., & Tor, A. (2020) Social comparison before, during, and after the competition. In J. Sul, L. Wheeler, & R. Collins (Eds), *Social Comparison, Judgment and Behavior*, Oxford University Press.

Garcia, S.M., Weaver, K., & Chen, P. (2019) The status signals paradox. *Social Psychological and Personality Science*, 10, 690-696.

Weaver, K., & **Garcia, S.M.** (2018) The adding-and-averaging effect in bundles of information: Preference reversals across joint and separate evaluation. *Journal of Experimental Psychology: Applied*, 24, 296-305

Wu, K., **Garcia, S.M.**, & Kopelman, S., (2018). Frogs, ponds, and culture: Variations in entry decisions. *Social Psychological and Personality Science*, 9, 99-106.

Georgellis, Y., **Garcia, S.M.**, Gregoriou, A., & Ozbilgin, M. (2017) Pay referents and satisfaction with pay: Does occupational proximity matter? *British Journal of Management*, DOI: 10.1111/1467-8551.12272

Garcia, S.M., & Halldorsson, A., (2017). Social comparison, In R. Biswas-Diener & E. Diener (Eds), Noba textbook series: *Psychology*. Champaign, IL: DEF Publishers.

Lee, Y.K., Weaver, K., & **Garcia, S.M.** (2016). I'll have fries with that: Increasing choice complexity promotes indulgent food choices. *Psychology and Marketing*, 33, 505-515

Hanek, K., **Garcia, S.M.**, & Tor, A. (2016) Gender and competitive preferences: The role of competition size. *Journal of Applied Psychology*, 101, 1122-33

Weaver, K.D., Hock, S., & **Garcia, S.M.** (2016) "Top 10" reasons: When adding persuasive arguments reduces persuasion. *Marketing Letters*, 27, 27-38.

Garcia, S.M., Chen, P., & Gordon, M.T. (2014) The letter versus spirit of the law: A lay perspective on culpability. *Judgment and Decision Making*, 9, 479-490.

Garcia, S.M., Tor, A., & Schiff, T. (2013). The psychology of competition: A social comparison perspective. *Perspectives on Psychological Science*, 8, 634 –650.

Weaver, K.D., **Garcia, S.M.**, & Schwarz, N. (2012). The presenter's paradox. *Journal of Consumer Research*, 39, 445-460

Chen, P., Myers, C., Kopelman, S., & Garcia, S.M. (2012). The hierarchical face: Higher ranks lead to less cooperative looks. *Journal of Applied Psychology*, 97, 479-86.

Garcia, S.M., Song, H. & Tesser, A. (2010). Tainted recommendations: The social comparison bias. *Organizational Behavior and Human Decision Processes*, 13, 97-101.

Ybarra, O., Keller, M.C., Chan, E., **Garcia, S.M.**, Sanchez-Burks, J., Rios Morrison, K., & Baron, A. (2010). Being unpredictable: Friend or foe matters. *Social Psychological and Personality Science*, 1, 259-267.

Garcia, S.M., Bazerman, M.H., Kopelman, S., Tor, A., & Miller, D.T. (2010). The price of equality: Suboptimal resource allocations across social categories. [Special Issue on Integrative Perspectives on Behavioral Ethics] *Business Ethics Quarterly*, 20, 75-88.

Tor, A., & **Garcia, S.M.** (2010). The N-Effect: Beyond probability judgments. *Psychological Science*, 21, 748-749.

Tor, A., Gazal-Ayal, O., & **Garcia, S.M.** (2010). Fairness and the willingness to accept plea bargain offers. *Journal of Empirical Legal Studies*, 7, 97-116

Garcia, S.M., & Tor, A. (2009). The N-Effect: More competitors, less competition. *Psychological Science*, 20, 871-877.

Garcia, S.M., Weaver, K., Darley, J., & Spence, B.T. (2009). Dual effects of implicit bystanders: Diffusing vs. facilitating helping behavior. *Journal of Consumer Psychology*, 19, 215-224.

Garcia, S.M., Meyle, M.J., & Provins, E. (2009). Headcounts and equal opportunity: "People accounting" in the workplace. In M. Ozbilgin (Ed.), *Theory and Scholarship in Equality, Diversity and Inclusion at Work*. Cheltenham, UK: Edward Elgar Press.

Garcia, S.M., & Tor, A. (2007). Rankings, standards, and competition: Task vs. scale comparisons. *Organizational Behavior and Human Decision Processes*, 102, 95-108.

Garcia, S.M., & Miller, D.T. (2007). Social categories and group preference disputes: The aversion to winner-take-all solutions. *Group Processes and Intergroup Relations*, 10, 581-593.

Weaver, K., **Garcia, S.M.,** Schwarz, N., & Miller, D.T. (2007). Inferring the popularity of an opinion from its familiarity: A repetitive voice can sound like a chorus. *Journal of Personality and Social Psychology*, 92, 821-833.

Garcia, S.M., & Harrison, B.J. (2007). A decision model of helping behavior. In R. Baumeister & K. Vohs (Eds.), *Encyclopedia of Social Psychology*. Thousand Oaks, CA: Sage Publications.

Garcia, S.M., & Ybarra, O. (2007). People accounting: Social category-based choice. *Journal of Experimental Social Psychology*, 43, 802-809.

Garcia, S.M., Hallahan, M., & Rosenthal, R. (2007). Poor expression: Concealing social class stigma. *Basic and Applied Social Psychology, 29*, 99-107.

Ybarra, O., Keller, M., Chan, E., Hutsler, J., **Garcia, S.M.,** Sanchez-Burks, J., & Rios-Morrison, K. (2007). The social prediction dynamic: A legacy of cognition and mixed-motives. In Forgas, Haselton, & von Hippel (Eds.), *The Evolution of the Social Mind*. New York: Psychology Press.

Garcia, S.M., Tor, A., & Gonzalez, R.D. (2006). Ranks and rivals: A theory of competition. *Personality and Social Psychology Bulletin, 32*, 970-982.

Garcia, S.M., Tor, A., Bazerman, M.H., & Miller, D.T. (2005). Profit maximization versus disadvantageous inequality: The impact of self-categorization. *Journal of Behavioral Decision Making, 18*, 187-198.

Weaver, K., & **Garcia, S.M.** (2005). The self-presenter's paradox: Motivated reasoning in impression formation. *Advances in Consumer Research, 32*, 363-364.

Garcia, S.M., Weaver, K., Moskowitz, G.B., & Darley, J.M. (2002). Crowded minds: The implicit bystander effect. *Journal of Personality and Social Psychology, 83*, 843-853.

Garcia, S.M. (2002). Power and the illusion of transparency in negotiation. *Journal of Business and Psychology, 17*, 133-144.

Garcia, S.M., Darley, J., & Robinson, R. (2001). Morally questionable tactics: Negotiations between district attorneys and public defenders. *Personality and Social Psychology Bulletin, 27*, 731-743.

Garcia, S.M., & Rosenhan, D. (1998). Power and intergroup perception between public defenders and district attorneys. *Journal of Police and Criminal Psychology, 15*, 15-24.

Garcia, S.M. (2010) Review of "Social Decision Making: Social Dilemmas, Social Values, and Ethical Judgments" (Eds.) Roderick M. Kramer, Ann E. Tenbrunsel, & Max H. Bazerman, *International Public Management Journal, 13*, 197-200.

MANUSCRIPTS UNDER REVISION OR REVIEW

Chai, V., Converse, B., Chen, P., & **Garcia, S.M.** (under review) Rivals with benefits: Friendly rivals motivate without compromising ethicality.

Garcia, S.M., & Tor., A. (under review) N-equality: More people, less (concern for) equality?

Georgellis, Y. & **Garcia, S.M.** (under review) Personality bounds employees' job satisfaction.

Hanek, K., Bendell, B., Sullivan, D., & Garcia, S.M. (under review). The paradox of gendered investment outcomes: Asymmetric responses to entrepreneurs' online self-presentation.

Reese, Z., & **Garcia, S.M.** (under review) Social Comparison and emotion: A Self-Regulatory Perspectives.

Reese, Z., **Garcia, S.M.**, & Edelman, R. (under review). Social comparison in close relationships.

Ritov, I., & **Garcia, S.M.** (under review) Willful ignorance and helping behavior: Surprising effects of entitlement.

MANUSCRIPTS IN PREPARATION

Garcia, S.M. & Tor, A. Perceptions of Inequality.

Weaver, K.D., & **Garcia, S.M.** Goal Progress and the N-Effect.

Weaver, K.D., & **Garcia, S.M.** Averaging Effects and Attribute Alignability.

RESEARCH GRANTS

U.S. – Israel Binational Science Foundation, \$236,000 USD, Co-PI with I. Ritov, (2023-2027)
“Choosing to know: Determinants of Seeking and Avoiding Information about the Disadvantaged”

U.S. – Israel Binational Science Foundation, \$300,000 USD, Co-PI with I. Ritov, (2019-2022)
“Identifiability, Deliberate Ignorance, and Payoff Allocations: A Third-Party Perspective”

Law School Admission Council, PI with A. Tor, (2014-15) The N-Effect in LSAT?

Barger Leadership Institute, PI, Research Grant (2009), “Social comparison and Competition”

Center for Local, State, and Urban Policy Grant (2005), “Ironic Choices in Policy Making”

National Poverty Center (2004), “Social Comparison and Inequality”

Center for Local, State, and Urban Policy Grant (2003), “Maximizing Profit vs. Minimizing Disadvantageous Inequality: Allocations Within and Between State and Local Jurisdictions”

Rackham Faculty Research Grant (2003), Decision Making

Association of Princeton Graduate Alumni Grant (1998, 2000)

INVITED TALKS

University of Illinois – Urbana-Champaign, Giles School of Business (2024, Winter)
University of California, Davis, Psychology Department (2021, Oct)
Cornell University, S.C. Johnson College of Business (2020, May)
University of California, Davis, Graduate School of Management (2019, Apr)
University of Illinois – Urbana-Champaign, Law School (2019, Mar)
Michigan State University, Department of Psychology (2018, Oct)
University of Kent at Canterbury, Kent Business School (2015, Nov)
Michigan State University, Department of Psychology (2015, Nov)
Wayne State University, Department of Psychology (2013, Dec)
University of California – Riverside, School of Management (2012, Dec)
Michigan State University, Department of Psychology (2012, Oct)
Loyola Marymount University, College of Business Administration (2012, Oct)
Michigan State University, Department of Psychology (2012, Sep)
University of Southern California, Gould School of Law (2012, May)
Kingston University London, Business School, London, UK (2011, Sep)
Michigan State University, Department of Psychology (2009, Apr)
Northwestern University School of Law, Law and Psychology Colloquium (2008, Sep)
University of Oxford, Said Business School, Strategy Group (2008, Apr)
University of California at Irvine, Planning, Policy & Design (2008, Apr)
Duke University, Fuqua School of Business (2008, Feb)
Rice University, Jones School of Management (2008, Jan)
University of Kent at Canterbury, Department of Psychology (2007, May)
University of Cambridge, Judge Business School (2007, May)
Max Planck Institute, Research Center on Collective Goods (2007, May)
Norwich Business School, Equality Research Seminar (2007, May)
Hebrew University of Jerusalem, Decision Consortium (2006, June)
University of Haifa, Behavioral Law and Economics Symposium (2006, June)
University of Michigan, Annual Decision Consortium Conference (2006, May)
Brown University, Social Cognition Seminar (2006, April)
Massachusetts Institute of Technology, Department of Marketing (2006, Mar)
University of Michigan, Management and Organizations, Ross School of Business (2005, Nov)
Michigan State University, Department of Psychology (2005, Nov)
University of Michigan, Decision Making Consortium Series (2004, Oct)
University of Michigan, Annual Decision Consortium Conference (2004, May)
University of Michigan, Interdisciplinary Committee on Organizational Studies (2004, Feb)
University of Michigan, Program on Organizational Studies (2004, Feb)
University of Michigan at Dearborn, Faculty of Economics and Political Science (2004, Jan)
University of Michigan, Decision Making Consortium Series (2003, Feb)
University of Michigan, Psychology Department, Organizational Psychology (2003, Feb)
University of Michigan, Michigan Business School, Organizational Behavior (2003, Feb)
University of Michigan, Psychology Department, Social Psychology Area (2002, Oct)
Williams College, Department of Psychology (2002, Feb)
Washington University, Olin School of Business, Department of Marketing. (2002, Feb)
London Business School, Department of Organisational Behaviour (2002, Jan)
University of Michigan, Ford School of Public Policy (2002, Mar)

CONFERENCE PRESENTATIONS (selected, omits 20+ other presentations)

Ritov, I., & **Garcia, S.M.** (2023, Aug). A Sense of Entitlement and Willful Ignorance of the Needy. Subjective Probability Utility and Decision Making Conference. Vienna, Austria.

Moyal, A., & **Garcia, S.M.** (2022, Feb). Sellers' Status Signaling Fallacy. Society for Judgment and Decision Making.

Garcia, S.M., & Weaver, K. (2018, Aug). Adding and Averaging in Organizational Decisions: The Impact of Evaluation Mode. Academy of Management. Chicago, IL.

Garcia, S.M., Weaver, K., & Chen, P. (2018, May). Status signals. Association for Psychological Science Conference. San Francisco, CA.

Garcia, S.M., Weaver, K., & Chen, P. (2017, Jan) Status signals. Self and Identity Pre-Conference of the Society for Personality and Social Psychology. San Antonio, TX.

Garcia, S.M., Tor, A., & Limberg, R.. (2015, June) N-Equality: More people more (concern for) inequality? Notre Dame University in London, United Kingdom

Garcia, S.M., Tor, A., & Limberg, R.. (2015, November) N-Equality: More people more (concern for) inequality? Conference of the Society for Judgment and Decision Making, Chicago, IL.

Weaver, K., & **Garcia, S.M.** (2013). The N-effect reverses in the proximity of a goal. Paper presented at the Academy of Management, Orlando, FL.

Garcia, S.M., Tor., A., & Schiff, T. (2012). *Psychology of competition*. Paper presented at the Eastern Academy of Management, Philadelphia.

Garcia, S.M., Tor., A., Carino, C., & Meyle, M. (2010). *How rivalry diminishes with the number of rivals*. Paper presented at the Academy of Management, Montreal, Canada.

TEACHING

Courses

Negotiation, Graduate School of Management, University of California, Davis

Individual and Group Dynamics, Graduate School of Management, University of California, Davis

Negotiation, Organizational Studies, University of Michigan

Inside Organizations, Organizational Studies, University of Michigan

Negotiation in Practice, Psychology Department, University of Michigan

Bargaining and Influence Skills, Ross School of Business, University of Michigan

Negotiation and Conflict Management, Ford School of Public Policy, University of Michigan

Organizations and Marketing, Organizational Studies, University of Michigan

Learning and Academic Success, Summer Bridge Program, University of Michigan

Workshops

Negotiation Workshop, Kent Business School, University of Kent at Canterbury
Negotiation Workshop, IPE, Ford School of Public Policy, University of Michigan
Negotiation, Executive Education, *Ross School of Business*, University of Michigan
Negotiation Workshop, Law School, *Universidad de Anahuac de Xalapa*, Veracruz, Mexico

Mentoring

Doctoral Student Advising, Psychology Department (2006-2022)
Undergraduate Thesis Advisor, Psychology Department (2006-2019)
Undergraduate Research Opportunities Program, Faculty Mentor (2002-2019)
MPP Student Advising, Ford School of Public Policy (2002-2007)

SERVICE AND ACADEMIC CITIZENSHIP

University of California, Davis

Graduate School of Management

Chair of the Faculty & Chair of the Faculty Executive Committee (2022-23)
Vice Chair of the Faculty & Vice Chair of the Faculty Executive Committee (2021-22)
Member, Diversity Committee (2022-2023)
Member, Newberry Award Selection Committee (2022)
Member, MBA Program Committee (2020 -2021)
Member, Committee on Research (2019-2020; 2021-22)
Member, Ad-Hoc Committee on the Alternative MBA (2019-2021)
Member, Personnel Committee on Continuing Lecturer Review (2023)
Member, Personnel Committee on Merit Review for Faculty Member (2021)
Member, Personnel Committee on Continuing Lecturer Review (2019-20)
Member, Personnel Committee on Merit Review for Associate Professor (2020)
Member, Personnel Committee on Merit Review for Assistant Professor (2020)
Member, Curriculum Planning Committee for Betty Moore School of Nursing-Graduate School of Management Fellowship Program (2020-present)
Participant, UC Davis Qualitative Research Conference (2020)

Psychology Department

Member, Faculty Search Committee (2021-2022)
Committee Member, Qualifying Exams, Psychology, Aline da Silva Frost, 2021
Committee Member, Qualifying Exams, Psychology, Christopher Coleman, 2022

University-at-Large

Member, Executive Council, University of California, Davis (2022-2023)
Chair, Education Credential/M.A. Ad Hoc Review Committee, School of Education, U.C. Davis (2022)

Member, University Committee on Privilege & Tenure, Promotions and Tenure Hearing Subcommittee (2021- 2022)
Speaker, Summer Institute for Emerging Managers and Leaders, UCOP (2020, 2021, 2022)
Member, Advancing Faculty Diversity Learning Community (2020-2021).
Member, UC Davis “FRIENDS” Faculty Working Group, (2020 -)
Member, Center for the Advancement of Multicultural Perspectives in the Social Sciences, Arts & Humanities (2019 -)
Speaker, Diversity and Inclusion Panel, UC Davis School of Veterinary Medicine (2020)

National and International Service (see below)

University of Michigan, Ann Arbor

Academic Leadership and Leadership Bodies

Executive Committee (Advisory Board), Organizational Studies, University of Michigan (2011-19)
Executive Committee, Research Center for Group Dynamics, University of Michigan (2018 -19)
Director, Honors Program, Organizational Studies, University of Michigan (2016-18)
Curriculum Committee, Entrepreneurship Minor, University of Michigan (2015- 17)
Executive Committee, Psychology Department, University of Michigan (2011-12)
LSA Curriculum Committee, Appointed Member, University of Michigan (Winter 2011)

Advisory Board Service

LSA Academic Judiciary Committee, Member, University of Michigan (2016 - 19)
ADVANCE Advisory Committee, Member, University of Michigan (2016 – 19)
Awards Committee, Psychology Department, University of Michigan (2015 – 19)
Psychology Annual Review Committee, Member, University of Michigan (2016-17)
M-Healthy Faculty Advisory Board, University of Michigan (2013 - 17)
Communications and External Relations Advisory Board, University of Michigan (2013- 17)
Psychology Annual Review Committee, Member, University of Michigan (2013-14)
Advisory Board, Comprehensive Studies Program, University of Michigan (2011-14)
Diversity Committee, Psychology Department, University of Michigan (2011-12)
Curriculum Committee Chair, Organizational Studies, University of Michigan (2010- 12)

Institution Building

Chair, Organizational Studies Faculty Search Committee, University of Michigan (2018-19)
Chair, Organizational Studies - Psychology Search Committee, University of Michigan (2017-18)
Chair, Organizational Studies Faculty Search Committee, University of Michigan (2017-18)
Chair, Organizational Studies Faculty Search Committee, University of Michigan (2016-17)
Chair, Organizational Studies - Psychology Search Committee, University of Michigan (2013-14)
Chair, OS Diversity Post-Doc Ad-hoc Committee, University of Michigan (2017-18)

Member, Faculty Search Committee, Organizational Studies, University of Michigan (2008)
Member, OS Admissions, Organizational Studies, University of Michigan (2009-10, 11-12)
Member, PhD Admissions, Social Psychology, University of Michigan (2008-9)

Faculty Review Committees

Chair, OS – Psychology 3rd Year Review Committee, University of Michigan (2017-18)
Member, Organizational Studies 3rd Year Review Committee, University of Michigan (2018-19)
Member, Organizational Studies 3rd Year Review Committee, University of Michigan (2011-12)

Faculty Mentoring

Mentoring Committee for Ashley Harrell, Organizational Studies, University of Michigan (2018-19)
Mentoring Committee for Arnold Ho, Org Studies - Psychology, University of Michigan (2014 -19)
Launch Committee for Ashley Harrell, Organizational Studies, University of Michigan (2017-18)

Other Service at University of Michigan:

Organizer, Social Psychology Brown Bag Series, University of Michigan (2008-09, 2010-11)
Faculty Consultant, Oral Cancer Prevention Campaign, U.M. School of Dentistry (2005-07)
Undergraduate Research Opportunities Program, Sponsor, University of Michigan (2002- 2016)
Fellowship Committee for Nontraditional Graduate Students, University of Michigan (2004)
Member, Admission Committee, Ford School, University of Michigan (2005)
Member, Search Committee for News Director, Ford School, University of Michigan (2005)

National and International Service

Academic Leadership

Representative-at-Large (Elected), Academy of Management, CM Division (2015-18)

External Reviewer

Promotion case at Cornell University (2022)
Promotion case at Ben-Gurion University of the Negev (2019)
Promotion case at Kennedy School of Government, Harvard University (2016)
Promotion case at University of Kent, Canterbury United Kingdom (2016)
Dissertation case at Hebrew University of Jerusalem (2017)

Grant Panel Member

National Science Foundation – Decision, Risk, and Management Science (2022-24)

Grant Reviewer

National Science Foundation
Israel Science Foundation

PhD Committees

Dissertation Committee, Psychology, Zachary Reese, (2022)

Dissertation Committee, Psychology Kaidi Wu, 2020
Dissertation Committee, Marketing, Tiffany Vu, 2019
Dissertation Committee, Management & Organizations, Ashley Hardin, 2017
Dissertation Committee, Psychology, Kathrin Hanek, 2016
Dissertation Committee, Marketing, Christine Kang, 2015
Dissertation Committee, Marketing, Grant Packard, 2012
Dissertation Committee, Marketing, Robert Smith, 2013
Dissertation Committee, Marketing, Charles Zhang, 2013
Dissertation Committee, Psychology, Alex Chavez, 2011
Dissertation Committee, Psychology, Hyunjin Song, 2009

Conference Planning and Roles

Member, Best Paper Committee, Academy of Management (2021, 2022, 2023)
Co-Organizer (2020). UC Davis – Notre Dame University London Conference on the Psychology of Competition
Program Committee (2010) Behavioral Decision Research in Management (BDRM)
Discussant (2018) ""Invisibility at the Intersections of Gender, Race, Ethnicity, Caste and Class" Academy of Management Conference
Discussant (2015) "Happiness as Business Purpose?" Academy of Management
Facilitator (2012) "Conflict in Teams." Academy of Management Conference
Discussant (2010) The Decision Consortium, University of Michigan
Discussant (2008) "Equity Revisited." Academy of Management Conference
Discussant (2008) "The Future of Organization Studies." ICOS, University of Michigan
Discussant (2006) "Trusting Supervisors and Leaders." Academy of Management Conference
Discussant (2005) The Decision Consortium, University of Michigan
Chair (2004) "Intra and Intergroup Conflict." Academy of Management Conference
Discussant (2003) The Decision Consortium, University of Michigan

Editorial Boards

Journal of Personality and Social Psychology (also incoming Associate Editor)
Journal of Behavioral Decision Making
Frontiers in Social Psychology and Personality

Previous:

British Journal of Management (2010-14)
Harvard Journal of Hispanic Policy (2001-05)
Michigan Journal of Public Affairs (2003-04)

Ad-Hoc Reviewer for Leading Journals (selected, by discipline)

SCIENCE

Proceedings of the National Academy of Sciences

PSYCHOLOGY

Psychological Science
Journal of Experimental Psychology: General

SOCIAL PSYCHOLOGY

Journal of Personality and Social Psychology
Journal of Experimental Social Psychology
Personality and Social Psychology Bulletin
British Journal of Social Psychology

ORGANIZATIONAL BEHAVIOR

Organizational Behavior and Human Decision Processes
Organization Science
Journal of Organizational Behavior
Journal of Occupational and Organizational Psychology

MANAGEMENT

Academy of Management Review
Management Science
British Journal of Management

MARKETING

Journal of Consumer Research
Journal of Marketing Research

STRATEGY

Strategic Management Journal

DECISION MAKING

Journal of Behavioral Decision Making
Judgment and Decision Making
Cognition

LAW

Journal of Empirical Legal Studies

Ad-Hoc Reviewer for Academic Presses

Cambridge University Press
Harvard University Press
Oxford University Press

Other Service:

Blogger, "Keeping up with the Joneses," *Psychology Today*

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RESEARCH IN MEDIA (selected)

- "How to handle the overly competitive friend in your life," **Women**, June 2023
- "Is it possible to be *too* competitive? Watch out for these 6 red flags," **Well+Good**, May 2023
- "Yes, you can be too competitive. Here's why, and how to stop," **Washington Post**, Nov 2021
- "Is it better to intern at Google or launch at start-up?," **Scientific American**, Mar 2019
- "Yes, you can be too competitive. Here's why, and how to stop," **Washington Post**, Nov 2021
- "This is how competition affects your brain, motivation, and productivity," **Fast Company**, Oct 18
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