

March 2009

SIGAL G. BARSADÉ
The Wharton School
University of Pennsylvania
U.S. Citizen

2209 Steinberg Hall - Dietrich Hall
Philadelphia, PA 19104

E-mail: barsade@wharton.upenn.edu
Phone: 215-898-1373

Education Ph.D. (1994). Organizational Behavior and Industrial Relations.
University of California, Berkeley, Haas School of Business.
B.A. (1986). Psychology. University of California, Los Angeles, *magna cum laude*, Phi Beta Kappa.

Positions Held Associate Professor with Tenure, Wharton School, University of Pennsylvania, July 2003 - present
Associate Professor, Yale School of Management, July 1998- June 2003
Assistant Professor, Yale School of Management, July 1993- June 1998

Editorial Boards Academy of Management Review - January 2002 to January 2008 .
Administrative Science Quarterly - January 1999 to present.
Organizational Behavior & Human Decision Processes – July 2007-present.
Organization Science – January 2008 to present

Elected Societies Society of Organizational Behavior, 2007 – present.
International Society of Research in Emotions (ISRE), 2003-present.

Articles [1] Staw, Barry M. & Barsade, Sigal G. (1993). “Affect and Managerial Performance: A Test of the Sadder-but-Wiser vs. Happier-and-Smarter Hypotheses.” Administrative Science Quarterly, 38, 304-331.

[2] Chatman, Jennifer A. & Barsade, Sigal G. (1995). “Personality, Organizational Culture and Cooperation: Evidence From a Business Simulation.” Administrative Science Quarterly, 40, 423-443.

[3] Staw, Barry M., Barsade, Sigal G. & Koput, Kenneth W. (1997). “Escalation at the Credit Window: A Longitudinal Study of Bank Executives' Recognition and Write-off of Problem Loans.” Journal of Applied Psychology, 82, 130-142.

Articles
Continued

[4] Chatman, Jennifer A., Polzer, Jeffrey T., Barsade, Sigal G., & Neale, Margaret A. (1998). "Being Different Yet Feeling Similar: The Influence of Demographic Composition and Organizational Culture on Work Processes and Outcomes." Administrative Science Quarterly, 43, 749-780.

Conflict Management Special Award: Most influential paper within the Conflict Management Field for the 1997-2000 time period (given August 2005)

Reprinted in Cary L. Cooper and William H. Starbuck, (Eds.) (2005). Work: Contexts and Consequences: The 100 Best Papers in Organizational Behavior, Vol. 2 (pp. 87-120). London: Sage Publications.

[5] Barsade, Sigal G., Ward, Andrew J., Turner, Jean D.F., & Sonnenfeld, Jeffrey A. (2000). "To Your Heart's Content: A Model of Affective Diversity in Top Management Teams." Administrative Science Quarterly, 45, 802-836.

[6] Kelly, Janice R. & Barsade, Sigal G. (2001). "Mood and Emotions in Small Groups and Work Teams." Organizational Behavior and Human Decision Processes, 86, 99-130.

[7] Barsade, Sigal G. (2002). "The Ripple Effect: Emotional Contagion and its Influence on Group Behavior." Administrative Science Quarterly, 47, 644-675.

[8] Amabile, Teresa M., Barsade, Sigal G., Mueller, Jennifer S. & Staw, Barry M. (2005). "Affect and Creativity at Work." Administrative Science Quarterly, 50, 367- 403.

[9] Barsade, S. G. & Gibson, D. E. (2007). Why Does Affect Matter in Organizations? Academy of Management Perspectives, 21, 36-59.

Finalist for the Academy of Management Perspectives, Best Paper Award, August 2008.

[10] Mayer, J., Roberts, R. & Barsade, S.G. (2008). "Human Abilities: Emotional Intelligence," Annual Review of Psychology, 59, 507-536.

[11] Ramarajan, L., Barsade, S.G. & Burack, O. (2008). The Influence of Organizational Respect on Emotional Exhaustion in the Human Services, Journal of Positive Psychology, 3, 4-18.

[12] Barsade, Sigal G., Ramarajan, L. & Westen, D. "Implicit Affect in Organizations," Conditional Accept, Research in Organizational Behavior.

Book Chapters

[13] Barsade, Sigal G. & Gibson, Donald E. (1998). "Group Emotion: A View from Top and Bottom." (1998). In D. Gruenfeld, B. Mannix and M. Neale, (Eds.) Research on Managing on Groups and Teams, pp.81-102. Stamford, CT: JAI Press.

[14] O'Reilly, Charles A., Williams, Katherine Y. and Barsade, Sigal G. (1998). "Group Demography and Innovation: Does Diversity Help?" In D. Gruenfeld, B. Mannix and M. Neale, (Eds.) Research on Managing on Groups and Teams, pp.183-207. Stamford, CT: JAI Press Inc.

[15] Staw, B.M., Barsade, S., Hoang, H & Koput, K. (1999). Escalation in Context: Testing Escalation Hypotheses on the Basketball Court and at the Credit Window (with S. Barsade, H. Hoang, and K. Koput) In Deborah Kolb (ed.) Negotiation Eclectics: Essays in Memory of Jeffrey Z. Rubin. PON Books, Harvard Law School, Cambridge, MA.

[16] Barsade, Sigal G., Brief, Arthur P., & Spataro, Sandra E. (2003). "The Affective Revolution in Organizational Behavior: The Emergence of a Paradigm." In Jerry Greenberg (Ed.) "OB: The State of the Science," second edition, Hillsdale, N.J: L. Erlbaum Associates, pp.3-52.

Proceedings Articles

[17] O'Reilly, Charles A., Williams, Katherine Y. and Barsade, Sigal G. (1999). "The Impact of Relational Demography on Teamwork: When Differences Make a Difference." Academy of Management Best Paper Proceedings.

OB Division, Best Paper Award, Academy of Management Meetings, August 1999

Articles Submitted for Publication

[18] Barsade, Sigal G &, O'Neill Olivia A. "Affective Organizational Culture: Its Influence in the Long-term Care Setting." Under 1st Review, Administrative Science Quarterly

[19] Melwani, S. & Barsade, S.G. "Held in Contempt: The Emotional, Interpersonal and Performance Outcomes of Being a Recipient of Contempt in a Workplace Setting," Under 1st Review, Journal of Personality & Social Psychology.

[20] Elfenbein, H.A., Barsade, S.G. & Eisenkraft, N. "Do we know emotional intelligence when we see it? The properties and promise of observer ratings." Under 1st Review, Journal of Applied Psychology.

Working Papers

[21] Filipowicz, A., Barsade, S.G. & Melwani. "Affective Transitions in Social Relations: Moving past steady state affect."

**Practitioner
Oriented
Publications and
Commentaries**

[22] Managing Organizational Culture Change : The Case of Long-Term Care. Journal of Social Work in Long-Term Care, 2, 11-34.

Reprinted in: Gibson, D.E. & Barsade, S. G. (2003). Managing Organizational Culture Change: The Case of Long-Term Care. In A. S. Weiner & J. L. Ronch (Eds.), Culture change in long-term care, pp. 11-34. New York: Haworth Press.

[23] Barsade, Sigal G. & Mesiek, Stephan. (2004). Leading by Doing. In S. Next Generation Business Handbook, p.109. Hoboken, NJ: John Wiley & Sons.

**Case Studies &
Teaching
Materials**

[24] Barsade, S.G., Frank, C., Kim, P., Landsberg, Shiba, A. & Su, C. ABC Childcare: My hands are tied. 2001. PONPO, Yale University.

[25] Eisenkraft, N., Rothbard, N. P., & Barsade, S. G. Big Pharma, Director/EVP negotiation (Integrative and Distributive Scorable Negotiation). 2006.

[26] Barsade, S. G. & Rothbard, N. The Wharton Teamwork and Leadership Simulation. (10 round business simulation embedded with teamwork and leadership challenges in each round). Development 2007-2009.

Work In Progress

Barsade, S.G & Ozleck, H. "Antecedents and Consequences of Loneliness in Organizations: A Longitudinal Field Study"

Barsade, Sigal G., Rothbard, Nancy, & Duckworth, Angela "The Influence of Emotional and Cognitive Transparency on the Sales of Time Shares and Real Estate."

Barsade, Sigal G. & Ramarajan, Lakshmi "The Cynical Attribution Error: A Study of the American Workforce"

Barsade, Sigal G. & Gal, Amit. "Group Learning and Surgeon Effectiveness."

Barsade, S. "Power by Association: The role of supervisor status on subordinate status."

Huang, Y., Souitaris, E. & Barsade, S.G. "The Role of Hope and Fear in Escalation of Commitment in Entrepreneurial Teams"

Rothbard, Nancy, Barsade, Sigal G., & Eisenkraft, N. "Emotional and Cognitive Transparency at the Bargaining Table: Costs and Benefits."

Honors

Finalist for the Academy of Management Perspectives, Best Paper Award, August 2008.

Abigail Adams Award, Wharton Alumni Club, Washington D.C., November 2007.

Keynote Speaker, Annual Meeting of the Society for Interpersonal Theory and Research (SITAR). May 2006.

Conflict Management Special Award: Most influential paper within the Conflict Management Field for the 1997-2000 time period (given August 2005): Chatman, Jennifer A., Polzer, Jeffrey T., Barsade, Sigal G., & Neale, Margaret A. (1998). "Being Different Yet Feeling Similar: The Influence of Demographic Composition and Organizational Culture on Work Processes and Outcomes." Administrative Science Quarterly, *43*, 749-780.

Keynote Speaker, The Affective Revolution in Organizations, International Society of Emotions Researchers (ISRE), July 2005, Bari, Italy.

OB Division, Best Paper Award, Academy of Management Meetings, August 1999: O'Reilly, Charles A., Williams, Katherine Y. and Barsade, Sigal G. "The Impact of Relational Demography on Teamwork: When Differences make a Difference."

Hayase Award, UC Berkeley, 1992

Magna cum Laude; Phi Beta Kappa; Psychology Departmental Honors; Dean's List; Honors College; National Psychology Honor Society; University of California, Los Angeles, 1986.

Presentations

Melwani, S. & Barsade, S.G. "Held in Contempt: Emotional, Interpersonal and Performance Outcomes of Contempt in a Workplace Setting." *Sloan School MIT*, Invited Speaker, December 2008.
Society of Organizational Behavior, November 2008.

Filipowicz, A., Barsade, S.G. & Melwani, S. The Criticality of Change: A Theoretical Model of Affective Transitions in Negotiations. *Academy of Management Annual Meeting, August 2008. Los Angeles, CA.*

Barsade, S.G. & Melwani, S. Held in Contempt: The Interpersonal Effects of Contempt in the Workplace. *Academy of Management Annual Meeting, August 2008. Los Angeles, CA.*

**Presentations
Cont...**

Barsade, S.G. & Melwani, S. Co-Chairs. The Contemptuous, the Envious and the Angry: The Behavioral Consequences of Discrete Negative Affect. *Academy of Management Annual Meeting, August 2008. Los Angeles, CA.*

Barsade, S. G. Discussant. "Emotional Regulation." *Academy of Management Annual Meeting, August 2008. Los Angeles, CA.*

Melwani, S. & Barsade, S.G. "Held in Contempt: Interpersonal Effects of Contempt in Work Settings."
Technion Institute of Technology, Haifa, Israel, Invited Speaker, July 2008.
Tel-Aviv University, Israel, Invited Speaker, July, 2008
"GO" Interdisciplinary Seminar, Carnegie Mellon University and University of Pittsburg, Invited Speaker, April 2008..

Ramarajan, L., Barsade, S.G. & Burack, O. (2008). "The Influence of Organizational Respect on Emotional Exhaustion in the Human Services," Invited Speaker, *Cornell University, Invited Speaker, November 2007.*

Filipowicz, A., Barsade, S. G. & Melwani, S. "Affective Transitions in Social Decision-Making." *Academy of Management Annual Meeting, August 2007. Philadelphia, PA.*

Lopes, P., Barsade, S. G., Nezlek, J & Salovey, P. "'Ability to Read Emotions in Group Negotiations: Help or Hindrance?'" . *Academy of Management Annual Meeting, August 2007. Philadelphia, PA.*

Rothbard, N., Barsade, Sigal G. & Eisenkraft, N. "Emotional and Cognitive Transparency at the Bargaining Table: Costs and Benefits " *Academy of Management Annual Meeting, August 2006. Atlanta, Georgia.*

Ramarajan, L., Barsade, S.G. & Burack, O. "What Makes the Job Tough? The Influence of Organizational Respect on Burnout in the Human Services." *Academy of Management Annual Meeting, August 2006. Atlanta, Georgia.*

Amabile, Teresa M., Barsade, Sigal G., Mueller, Jennifer S.& Staw, Barry M. "Affect and Creativity at Work."
Sloan School, MIT, Invited Speaker, April 2006
University of Georgia, Invited Speaker, May 2006
University of California at Los Angeles, Invited Speaker, January 2006
University of Maryland, Invited Speaker, December 2005

**Presentations
Cont...**

Barsade, Sigal G., Ward, A. & Brown, J. "Organizational Embarrassment and the Reparation of Relationships Through Rebuilding Image and Identity." *Southern Management Association Meeting, November 2005 . Charleston, South Carolina.*

Barsade, Sigal G. ,Ramarajan, Lakshmi & Allred, Keith. "The Cynical Attribution Error: A study of the American Workforce." *Academy of Management Annual Meeting, August 2005. Honolulu, Hawaii*

Barsade, Sigal G. Discussant. "Symposium on Emotional Intelligence in Groups: Benefits and Costs for the Management of Groups in the 21st Century." *Academy of Management Annual Meeting, August 2005. Honolulu, Hawaii*

Barsade, Sigal G. , Gibson, Donald E., Putzel, Roger & Knight, Andrew. "Anger in Groups: Catharsis or Catastrophe?" Peter Frost Commemorative Festival: A Celebration of Emotion at Work. *Academy of Management Annual Meeting, August 2005. Honolulu, Hawaii*

Barsade, Sigal G. Panelist. " Future Directions of Emotion Research" Peter Frost Commemorative Festival: A Celebration of Emotion at Work. *Academy of Management Annual Meeting, August 2005. Honolulu, Hawaii*

Amabile, Teresa M., Barsade, Sigal G., Mueller, Jennifer S.& Staw, Barry M. "Affect and Creativity at Work: A Daily Longitudinal Test." International Society of Emotions Researchers (ISRE), July 2005, Bari, Italy.

Amabile, Teresa M., Barsade, Sigal G., Mueller, Jennifer S.& Staw, Barry M. "Affect and Creativity at Work: A Daily Longitudinal Test." *Affect and Emotions in Organizational Behavior Conference, June 2005. Rotterdam, Holland.*

Barsade, Sigal G., Brief, Arthur P., & Spataro, Sandra E. "The Affective Revolution in Organizational Behavior: The Emergence of a Paradigm." University of Haifa, Invited Speaker, July 2005, Haifa, Israel.

Barsade, Sigal G. Panelist. "Where should we go?: The future study of emotions in organizations? *Rotman-Wharton-NYU Interdisciplinary Conference on Emotions. May 2005. Toronto, Canada.*

Barsade, Sigal G. ,Ramarajan, Lakshmi & Allred, Keith. "The Cynical Attribution Error: A study of the American Workforce." *Rotman-Wharton-NYU Interdisciplinary Conference on Emotions. May 2005. Toronto, Canada.*

**Presentations
Cont...**

Barsade, Sigal G. , Gibson, Donald E., Putzel, Roger & Knight, Andrew.
"Anger in Groups: Catharsis or Catastrophe?" *Rotman-Wharton-NYU
Interdisciplinary Conference on Emotions. May 2005. Toronto, Canada.*

Barsade, Sigal G. & O'Neill O.A.. "Affective Organizational Culture."
*Academy of Management Annual Meeting, August 2004. New Orleans, LA. In
Showcase Symposia.*

Barsade, Sigal G., O'Reilly, C.A., Anger, H. & Nezlek, J. "The Interaction of
Affective and Demographic Diversity in Work Teams: Help or Hindrance?"
Academy of Management Annual Meeting, August 2004. New Orleans, LA.

Amabile, Teresa., Barsade, Sigal G., Mueller, Jennifer & Staw, Barry M.
"Affect and Creativity at Work: A Daily Longitudinal Test." *Academy of
Management Annual Meeting, August 2003. Seattle, Washington.*

Amabile, Teresa., Barsade, Sigal G., Mueller, Jennifer & Staw, Barry M.
"Affect and Creativity at Work: A Daily Longitudinal Test." *Society for
Industrial and Organizational Psychology Conference, April 2003, Orlando, Florida.*

Lopes, P. N., Salovey, P., Straus, R., & Barsade, S. "Emotional intelligence
and
personality: Discriminant and Predictive Validity." *Society for Personality and
Social Psychology Conference, February 2002, Savannah, GA.*

Barsade, Sigal G, Ward, Andrew, J., Turner, Jean D.F. & Sonnenfeld, Jeffrey
A. "An Affective Diversity Model in Top Management Teams."
*UC Irvine, Invited Speaker, January 2002 .
UT Austin, Invited Speaker, January 2002.
Marshall School, University of Southern California, Invited Speaker,
December 2001.
Harvard Business School, Invited Speaker, May 2000.*

Barsade, Sigal G, Gibson, Donald G. & Putzell, Roger "To Be Angry or Not
to Be Angry in Groups: Examining the Question." *Academy of Management
Annual Meeting, August 2001. Washington D.C.*

Barsade, Sigal G, Doucett, Lorna. & O'Hara, Linda. "Emotional Intelligence
and Hiring: Getting the Job and Staying There." *Academy of Management
Annual Meeting, August 2001. Washington D.C.*

Barsade, Sigal G. & Meisek, Symposium Chairs. "Images and Influences of
Everyday Emotion: Experience Sampling of Emotions in Organizations."
Academy of Management Annual Meeting, August 2001. Washington D.C.

**Presentations
Cont...**

Gibson, Donald E. & Barsade, Sigal G. "The Experience of Anger at Work: Lessons from the Chronically Angry" *Academy of Management Annual Meeting, August 1999. Chicago, Illinois.*

O'Reilly, Charles A., Williams, Katherine Y. and Barsade, Sigal G. "The impact of Relational Demography on Teamwork: When Differences make a Difference." *Academy of Management Annual Meeting, August 1999. Chicago, Illinois.*

Gibson, Donald E. & Barsade, Sigal G. Symposium Chairs. "Emotion Regulation: Factors Shaping the Experience and Expression of Emotion in Organizations," *Academy of Management Annual Meeting, August 1998. San Diego, California.*

Gibson, Donald E. & Barsade, Sigal G. "Managing Other People's Emotions: Expressed Emotions and Influence Tactics in Organizations". *Academy of Management Annual Meeting, August 1998. San Diego, California.*

Barsade, Sigal G. "Emotional Intelligence." Invited presentation to the *Southern CT Chapter of the American Society for Training & Development, May 20, 1998.*

Barsade, Sigal G, Ward, Andrew, J., Turner, Jean D.F. & Sonnenfeld, Jeffrey A. "To Your Heart's Content: The Influence of Affective Diversity in Top Management Teams." *University of Illinois, Champagne-Urbana, Invited Speaker, November 1999.*
Psychology Department, Yale University, Invited Speaker, September 1998.
Columbia University Business School, Invited Speaker, December 1997.
Sloan School, MIT, Invited Speaker, December 1997.

O'Reilly, Charles, A., Williams, Katherine Y. and Barsade, Sigal G. "Demography and Group Performance: Does Diversity Help?" *Academy of Management Annual Meeting, August 1997. Boston, Mass.*

Barsade, Sigal G. & Gibson, Donald. "The Influence of Group Emotional Composition on Group Dynamics." *Stanford Conference on Managing in Groups and Teams, June 1997. Stanford, California.*

Barsade, Sigal G., Ward, Andrew J., Sonnenfeld, Jeffrey A. & Turner, Jean D.F.

**Presentations
Cont...**

The Influence of Emotions on Group Functioning: Evidence from Top Management Teams. *Academy of Management Annual Meeting, August 1996. Cincinnati, Ohio.*

Koput, Kenneth W., Olson, David, Staw, Barry M., and Barsade, Sigal G. "Agency, Escalation, and Hypocrisy in a Longitudinal Study of Banks' Coping with Problem Loans." *Academy of Management Annual Meeting, August 1996. Cincinnati, Ohio.*

Barsade, Sigal G. Discussant "Importance of Affect in Organizational Behavior"
Academy of Management Annual Meeting, August 1996. Cincinnati, Ohio.

Barsade, Sigal G. (August, 1995). "Collective Mood and its Influence on Group Processes." *Academy of Management Annual Meeting, Vancouver, Canada.*

Barsade, Sigal G. (August, 1995). Session Co-chair "Meaningful Parallels: the Translation of Individual-level Constructs to the Collective Level." *Academy of Management Annual Meeting, Vancouver, Canada.*

Barsade, Sigal G. (August, 1994). "Group Affective Team Composition: a Look at the Influence of Emotional Demographics in Group Functioning." *Academy of Management Annual Meeting, Dallas, Texas.*

Barsade, Sigal G. (August, 1994). "Escalation of Commitment and the Banking Crisis." *Academy of Management Annual Meeting, Dallas, Texas.*

Barsade, Sigal G. (August, 1994). Session Chair "Prosocial Behavior: Doing Good at Work." *Academy of Management Annual Meeting, Dallas, Texas.*

Chatman, Jennifer A., Barsade, Sigal G., Polzer, Jeffrey T., & Neale, Margaret A. (August, 1993). "The Influence of Team Diversity and Organizational Culture on Decision Making Processes and Outcomes." *Academy of Management Annual Meeting, Atlanta, Georgia.*

Polzer, Jeffrey T., Neale, Margaret A., Chatman, Jennifer A., & Barsade, Sigal G. (1993). "The Impact of Group Diversity on Organizational Conflict." *American Psychological Society Meeting, Chicago, Illinois.*

Chatman, Jennifer A. & Barsade, Sigal G. (August, 1992). "Mixing and Matching Dispositions and Organizational Culture: The Challenge of Staying True to Your Cooperative Self in an Individualistic Organization." *Academy of Management Annual Meeting, Las Vegas, Nevada.*

**Presentations
Cont...**

Barsade, Sigal G., Caldwell, David F. & O'Reilly, Charles A. (April, 1992). "Dispositional Affect, Mood and Perceptions of Managerial Work." *Stanford Conference on Organizations*.

Staw, Barry M., Barsade, Sigal G. & Halpern, Jennifer J. (August, 1990). "The Effects of Dispositional Affect on Managerial Performance." *Academy of Management Annual Meeting, Miami, Florida*.

Professional Activities and Service to the Field

In addition to editorial boards, ad hoc reviewer for:

Academy of Management Journal
Applied Psychology: An International Review
Human Performance
Industrial Relations
Journal of Applied Psychology
Journal of Experimental Social Psychology
Journal of Occupational and Organizational Psychology
Journal of Organizational Behavior
Journal of Nonverbal Behavior
Journal of Personality
Management Science
Motivation & Emotion
National Science Foundation (NSF)
Personality and Social Psychology Bulletin
Psychological Bulletin
Psychological Science
Social Science Quarterly
Strategic Management Journal.

Judge, Academy of Management Newman Award for 2009 (For best paper submitted to the annual meetings based on a dissertation across all divisions).

Panelist, OB Junior Faculty Workshop, Academy of Management Meeting, August 2007, Philadelphia, PA.

Co-Organizer, Rotman-Wharton-NYU Interdisciplinary Conference on Emotions in Organizations. May 2005.

Chair, Academy of Management Review Best Paper Award Committee for 2004.

Judge, Organization Science 2004 Dissertation Award, November 2004.

Panelist, "Having Impact as a Scholar," OB Junior Faculty Workshop, Academy of Management Meeting, August 2004, New Orleans, LA.

Professional Activities and Service to the Field, continued

Panelist, “*Having Impact as a Scholar*,” OB/OMT Junior Faculty Workshop, Academy of Management Meeting, August 2002, Denver, Colorado.

Organizational Behavior Division Representative, Academy of Management: 1999-2002.

OB Long Range Planning Committee, Academy of Management, 1999-2000.

OB 2000 Division Committee, Academy of Management, 1995 & 1996.

Program Committee Member for the Academy of Management OB, OMT, Conflict Management and Business and Public Policy Divisions.

Member: Academy of Management: Organizational Behavior, Conflict Management, OMT & Research Methods Divisions;
American Psychological Association;
American Psychological Society

Professional Activities for Wharton School and University of Pennsylvania

2008-2009

- Area Coordinator, Organizational Behavior Group, Management Department
- Co-organizer, Organizational Behavior Seminar, Management Department
- Course Head, MBA Leadership Core Redesign & Simulation Development (including administrative and preterm committees)
- Chair, Organizational Behavior Search Committee
- Chair, Organizational Behavior Comprehensive Examination Committee, Management Department
- Co-organizer, Wharton OB conference, Management Department
- Advisor, Management Major, Management Department
- PhD Second Year Paper Reader, Management Department
- Advisor for doctoral student second year paper
- Dissertation Committee Member for four doctoral students
- Member, Wharton Center for Leadership and Change Management, Research Committee, Wharton School
- Member, Executive Education Advisory Board Committee, Wharton School

Professional Activities for Wharton School and University of Pennsylvania, cont...

2007-2008

- Area Coordinator, Organizational Behavior Group, Management Department
- Co-organizer, Organizational Behavior Seminar, Management Department
- Chair, Organization Behavior Senior Search Committee, Management Department
- Course Head, MBA Leadership Core Redesign & Simulation Development, Management Department
- Member, Organizational Behavior Comprehensive Examination Committee, Management Department
- Advisor, Management Major, Management Department
- Member, Tenure Promotion Committee Management Department
- Member, 3rd Year Review Promotion Committee
- PhD Second Year Paper Reader, Management Department
- Advisor for doctoral student second year paper, Management Department
- Member, Wharton Center for Leadership and Change Management, Research Committee, Wharton School
- Member, Committee on MBA Education and Engagement, Wharton School
- Member, Executive Education Advisory Board Committee, Wharton School
- Panelist, New Faculty Orientation – Research Panel, Wharton School

2006-2007

- Area Coordinator, Organizational Behavior Group, Management Department
- Co-organizer, Organizational Behavior Seminar, Management Department
- Member, PhD Advisory Committee, Management Department
- Chair, Organization Behavior Senior Search Committee, Management Department
- Chair, Organizational Behavior Comprehensive Examination Committee, Management Department
- PhD Second Year Paper reading committee member, Management Department
- PhD Second Year Paper, Advisor, Management Department
- Leadership Core Redesign & Simulation Development, Management Department, Wharton School
- Dean's Strategy Committee, Wharton School
- Member, Wharton Center for Leadership and Change Management, Research Committee, Wharton School
- Member, Executive Education Advisory Board Committee, Wharton School
- Member, Wharton School Publishing Board

Professional Activities for Wharton School and University of Pennsylvania, cont...

2005-2006

- Area Coordinator, Organizational Behavior Group, Management Department
- Co-organizer, Organizational Behavior Seminar, Management Department
- Member, PhD Advisory Committee, Management Department
- Chair, Organizational Behavior Comprehensive Examination Committee, Management Department
- PhD Second Year Paper Reader, Management Department
- First year doctoral advisor, Management Department, Management Department
- Advisor for doctoral student second year paper, Management Department
- Organizer, Organizational Behavior Lab for PhD students, Management Department
- Member, Wharton Center for Leadership and Change Management, Research Committee, Wharton School
- Member, Executive Education Advisory Board Committee, Wharton School
- Member, Wharton School Publishing Board
- Member, Effective Teaching Committee, Wharton School
- Panelist, New Faculty Orientation – Teaching Panel, Wharton School
- Organizational Culture, Speaker, Wharton School Human Resources Department
- University of Pennsylvania Thought Leadership Committee Member, University of Pennsylvania

2004-2005

- Area Coordinator, Organizational Behavior Group, Management Department
- Organizer, Organizational Behavior Seminar, Management Department
- Member, PhD Advisory Committee, Management Department
- Chair, Organizational Behavior Recruiting Committee, Management Department
- Member, Organizational Behavior Comprehensive Examination Committee, Management Department
- Member, Curriculum Committee, Management Department
- First year doctoral advisor to two doctoral students
- Member, Wharton Center for Leadership and Change Management, Research Committee, Wharton School
- Member, Executive Education Advisory Board Committee, Wharton School
- Committee Member, Quinquennial review of Risk Management and Decision Processes Center, Wharton School
- Member, Effective Teaching Committee, Wharton School
- Speaker, Leading from Within, Wharton Leadership Ventures Program, Wharton School
- Panelist, New Faculty Orientation – Research Panel, Wharton School

Professional Activities for Wharton School and University of Pennsylvania, cont...

2003-2004

- Member, PhD Advisory Committee, Management Department
- Organizer, Organizational Behavior Seminar, Management Department
- Committee Member, Quinquennial review of Management Department, Wharton School
- Committee Member, Masters in Positive Psychology Planning Committee Psychology Department, University of Pennsylvania

Conference Organizing

Co-organizer of Interdisciplinary Conference: *The Role of Emotions in Organizational Life : An Interdisciplinary Conference* (with Mihnea Moldovea (Rotman School), Jitendra Singh (Wharton) & Batia Wiesenfeld (NYU). May 2005. Toronto, Canada.

Teaching

Course Development

Foundations of Teamwork and Leadership (Mgmt 652) – simulation-based course redesign of required core course for all Wharton MBAs, beginning Fall 2009. Includes co-authoring of simulation.

Undergraduate OB Courses

Negotiations, Spring 2004 & 2005, Wharton School.

Foundations of Teamwork & Leadership, Spring 2009, Wharton School

MBA OB Courses

Core Foundations of Teamwork & Leadership (Core Course for MBA Students), Fall 2005-2008 Wharton School. 2007 & 2008 – Course Head.

Negotiations, Spring 2004 & 2005, Wharton School.

Designing & Managing Organizations (Core Course for MBA Students), Spring 1998-2003, Yale University.

Managing with Emotional Intelligence, Spring 2001 & 2002, Yale University.

Leadership (Core Course for MBA students taught with Victor Vroom), Spring 1999 & 2000, Yale University.

Organizational Behavior (Core Course for M.P.P.M Students), Fall 1993-1996, Yale University.

PhD OB Courses

PhD course in Organizational Behavior, Spring 2005 & 2006, Wharton School

PhD course in Organizational Behavior, Fall 1994 & 1995, Yale University.

Dissertation Committees

Name	Graduation date & University	Title of Dissertation	Placement
Lakshmi Ramarajan	2009, Advisor, Wharton School	“Who am I? The Influence of Conflict and Compatibility between Multiple Identities on Bias and Creativity”	Harvard Business School, Post-Doc
Naomi Rothman	2008, Outside Committee Member, NYU	“How to Lose Friends but Make Others Think: The Social Consequences of Expressing Emotional Ambivalence”	University of Illinois at Urbana-Champaign
Jennifer Dunn	2007, Committee Member, OPIM, Wharton School	“Glorious or Notorious? Reputation Patterns in the Workplace.”	Michigan State University
Linda O'Hara	2001, Committee Member, Yale University	“Leadership Style and Group Creativity”	Cal State Long Beach
Lorna Doucet	1999, Outside Committee Member, Wharton School	“Responsiveness: Emotion and Information Dynamics in Service Interactions”	University of Illinois at Urbana-Champaign

Wharton External Publications:

Managing Emotions in the Workplace: Do Positive and Negative Attitudes Drive Performance?, 2007 –*Top Three Most Downloaded articles at Knowledge at Wharton in 2007.*

Wharton Alumni Magazine, Spring 2006 – “When Feelings go to Work.”

Community Service

- Adath Israel, Preschool Board Member, 2006 to present
- Connecticut Children’s Museum, Board Member, 1999-present.
- Connecticut Children’s Museum, Board Chair, 1999-2006.
- Cold Spring School, Personnel Committee, 2000-2003.
- American Youth Museum Conference – “Motivating Without Money” Roundtable, May 2001.
- Pro-bono Expert Witness for Children’s Rights case against the NY City Administration of Children’s Services (1998).
- Creating Kids Childcare Center, Board Chair, 1997-1999.
- Creating Kids Childcare Center, Board Member, 1996.