

## MICHAEL S. NORTH

### Curriculum Vitae

NYU Stern School of Business  
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#### ACADEMIC EMPLOYMENT

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- 2015-pres.     Assistant Professor of Management and Organizations  
                    *New York University, Stern School of Business*
- 2017             Visiting Research Scholar  
                    *University of Melbourne (Australia), Centre for Workplace Leadership*
- 2013-2015     Postdoctoral Researcher, Department of Psychology  
                    *Columbia University*

#### EDUCATION

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- 2013             Ph.D. in Psychology and Social Policy  
                    *Princeton University*
- 2010             M.A. in Psychology  
                    *Princeton University*
- 2006             B.A. in Psychology (Highest Distinction, High Honors)  
                    *University of Michigan, Ann Arbor*

#### AWARDS & HONORS

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- 2022             Elected Fellow, Society for Experimental Social Psychology (SESP)
- 2022             Best 40-Under-40 MBA Professor, Poets and Quants
- 2020             Top-50 Best Undergraduate Business Professor, Poets and Quants
- 2020             Top-10 Finalist, USERN Prize: Social Sciences ("significant scientific advancement or achievement among researchers less than 40 years of age")
- 2015             Rising Star, Association for Psychological Science
- 2013             Nominee, Emerging Alumni Scholars Award, Princeton University Alumni Association
- 2011             American Psychological Association Dissertation Research Award
- 2010             SPSSI Clara Mayo Award for Pre-Dissertation Research on Prejudice
- 2010             Social Science Research Council, Dissertation Proposal Development Fellowship in Discrimination Studies

2009	Finalist, Humane Studies Fellowship
2006	Phi Beta Kappa
2005	Otto Graf Undergraduate Honors Research Award (declined)
2005	Tanner Memorial Research Award (for Innovative and Meritorious Undergraduate Research in Psychology)
2003-2006	James B. Angell Scholar (7 terms)

## PUBLICATIONS

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[\*Undergraduate, doctoral or postdoctoral mentee for duration/majority of project]

1. \*Pfrombeck, J., Galinsky, A.D., Nagy, N., **North, M.S.**, Brockner, J., & Grote, G. (in press). Self-affirmation increases reemployment success for the unemployed. *Proceedings of the National Academy of Sciences*.
2. Chen, X., **North, M.S.**, & Zhang, X. (in press). Pension tension: Retirement annuity fosters ageism across countries and cultures. *Innovation in Aging*.
3. **North, M.S.** (in press). Age in social psychology: Evolution of a universal, yet overlooked subfield. In D.T. Gilbert, S.T. Fiske, E.J. Finkel, & W.B. Mendes (Eds.), *The Handbook of Social Psychology* (6<sup>th</sup> ed). Situational Press.
4. \*Francioli, S.P., Danbold, F., & **North, M.S.** (2023). Millennials versus Boomers: An asymmetric pattern of realistic and symbolic threats drives intergenerational tensions in the United States. *Personality & Social Psychology Bulletin*.
5. Chatman, J., \*Sharps, D., \*Mishra, S., Kray, L., & **North, M.S.** (2022). Agentic but not warm: Age-gender intersections and the consequences of stereotype incongruity perceptions for middle-aged professional women. *Organizational Behavior and Human Decision Processes*, 173, 104190.
6. \*Shakeri, A., & **North, M.S.** (in press). Always at risk for more discrimination? Comparing older women with older men in the workplace context. In A. Tunçdogu, O.A. Acar, H. Volberda, & K. de Ruyter (Eds.), *The Oxford Handbook of individual Differences in Organizational Contexts*. London: Oxford University Press.
7. **North, M.S.** (2022). Chinese versus U.S. workplace ageism as GATE-ism: Generation, Age, Tenure, and Experience. *Frontiers in Psychology*, 13, 817160.
8. \*Gioaba, I., & **North, M.S.** (2022). Multifaceted, nuanced personnel decisions necessitate multifaceted, nuanced age research approaches. *Work, Aging, & Retirement*, 8(4), 355-357.
9. Martin, A.E., & **North, M.S.** (2022). Equality for (almost) all: Egalitarian advocacy predicts lower endorsement of sexism and racism, but not ageism. *Journal of Personality and Social Psychology*, 123(2), 373-399.

10. \*Francioli, S., & **North, M.S.** (2021). Youngism: The content, causes, and consequences of prejudice toward younger adults. *Journal of Experimental Psychology: General*, 150(12), 2591-2612.
11. \*Francioli, S., & **North, M.S.** (2021). The older worker: Gender and age discrimination in the workplace. In K.W. Schaie and S.L. Willis (Eds.), *Handbook of the Psychology of Aging* (9<sup>th</sup> Edition). London: Elsevier.
12. \*Zhang, T., & **North, M.S.** (2020). What goes down when advice goes up: Younger advisers underestimate their impact. *Personality and Social Psychology Bulletin*, 46(10), 1444-1460.
13. **North, M.S.** (2020). Instead of workers' age alone, let's focus on their GATE: Generation, Age, Tenure, Experience. *AARP International: The Journal*, 13, 52-55.
14. Tippins, N.T., Anderman, E.M., Baugh, J., Beier, M.E., Born, D.H., Childers, C., Donnellan, B., Estrada, A.X., Hoffman, B., Kalleberg, A.L., Kanfer, R., Lytell, M., **North, M.S.**, Spetz, J., & Wang, M (2020). *Are Generational Categories Meaningful Distinctions for Workforce Management?* National Academies of Sciences, Engineering, and Medicine. Washington, DC: National Academies Press. <https://doi.org/10.17226/25796>
15. **North, M.S.** & \*Shakeri, A. (2019). Workplace subjective age multidimensionality: Generation, Age, Tenure, Experience (GATE). *Work, Aging, & Retirement*, 5(4), 281-286.
16. \*Nagy, N., Fasbender, U., & **North, M.S.** (2019). Youthfuls, Matures, and Veterans: Subtyping subjective age in late career employees. *Work, Aging, & Retirement*. 5(4), 307-322.
17. **North, M.S.** (2019). A GATE to understanding "older" workers: Generation, Age, Tenure, Experience. *Academy of Management Annals*, 13(2) 414-443.  
  
\*\* Top-10 Finalist, USERN Prize: Social Sciences (significant scientific advancement or achievement among researchers less than 40 years of age)
18. \*Martin, A.E., **North, M.S.**, & Phillips, K.W. (2019). Intersectional escape: Older women elude prescriptive stereotypes more than older men. *Personality and Social Psychology Bulletin*, 45(3), 342-359.
19. **North, M.S.** (2019). Intergenerational resource tensions. In D. Gu & M.E. Dupre (Eds.), *Encyclopedia of Gerontology and Population Aging*. New York: Springer.
20. **North, M.S.**, & Fiske, S.T. (2017). Succession, consumption, and identity: Prescriptive ageism domains. In T.D. Nelson (ed.), *Ageism: Stereotyping and Prejudice against Older Persons* (2<sup>nd</sup> Edition) (pp. 77-103). New York: Oxford University Press.
21. **North, M.S.**, & Fiske, S.T. (2016). Resource scarcity and prescriptive attitudes generate subtle, intergenerational older-worker exclusion. *Journal of Social Issues*, 72(1), 119-141.

22. **North, M.S.,** & Fiske, S.T. (2015). Modern attitudes toward older adults in the aging world: A cross-cultural meta-analysis. *Psychological Bulletin*, 141(5), 993-1021.
23. **North, M.S.,** & Fiske, S.T. (2015). Intergenerational resource tensions in the workplace and beyond: Individual, Interpersonal, Institutional, International. *Research in Organizational Behavior*, 35, 159-179. *Translated into Spanish as: Tensiones intergeneracionales sobre recursos en el lugar de trabajo y más allá: Individual, interpersonal, institucional, internacional. (George A. Jachewatzky-Hashaviah, Ecuadorian National Council for Intergenerational Equality, Trans.)*
24. **North, M.S.** (2015). Ageism stakes its claim in the social sciences. *Generations*, 39(3), 29-33.
25. **North, M.S.,** & Fiske, S.T. (2014). Social categories create and reflect inequality: Psychological and sociological insights. In J. Cheng, J. Tracy, & C. Anderson (Eds.), *The Psychology of Social Status* (pp. 243-265). New York: Springer.
26. Fiske, S.T., & **North, M.S.** (2014). Measures of stereotyping and prejudice: Barometers of bias. In G. Boyle & D. Saklofske (Eds.), *Measures of Personality & Social Psychological Constructs* (pp. 684-718). Elsevier/Academic Press.
27. Masip, D., **North, M.S.,** Todorov, A., & Osherson, D.N. (2014). Automated prediction of preferences using facial expressions. *PLoS ONE*, 9(2), e87434.
28. **North, M.S.,** & Fiske, S.T. (2013). A prescriptive, intergenerational-tension ageism scale: Succession, Identity, and Consumption (SIC). *Psychological Assessment*, 25(3) 706-713. *Scale translated into Lithuanian as: Nuostatų dėl amžiaus skalė. (Tomas lazdauskas, Trans.)*
29. **North, M.S.,** & Fiske, S.T. (2013). Act your (old) age: Prescriptive, ageist biases over Succession, Consumption, and Identity. *Personality and Social Psychology Bulletin*, 39(6), 720-734.
30. **North, M.S.,** & Fiske, S.T. (2013). Subtyping ageism: Policy issues in Succession and Consumption. *Social Issues and Policy Review*, 7(1), 36-57.
31. **North, M.S.,** & Fiske, S.T. (2013). Driven to exclude: How core social motives explain social exclusion. In C.N. DeWall (Ed.), *Oxford Handbook of Social Exclusion* (pp. 31-42). New York: Oxford University Press.
32. **North, M.S.,** & Fiske, S.T. (2012). A history of social cognition. In A.W. Kruglanski & W. Stroebe (Eds.), *Handbook of the History of Social Psychology* (pp. 81-99). New York: Psychology Press.
33. **North, M.S.,** Todorov, A., & Osherson, D.N. (2012). Accuracy of inferring self- and other-preferences from spontaneous facial expressions. *Journal of Nonverbal Behavior*, 36(4), 227-233.
34. **North, M.S.,** & Fiske, S.T. (2012). An inconvenienced youth? Ageism and its potential intergenerational roots. *Psychological Bulletin*, 138(5), 982-997.

**\*\* Reprinted in S.T. Fiske (Ed.) (2013), *Social Cognition*. Sage.**

35. **North, M.S.**, Todorov, A., & Osherson, D.N. (2010). Inferring the preferences of others from spontaneous, low-emotional facial expressions. *Journal of Experimental Social Psychology*, 46(6), 1109-1113.
36. Melamed, D.**\*\***, & **North, M.S.\*\*** (2010). The future in inequality. *Social Psychology Quarterly*, 73(4), 346-347.
- \*\* Equal author contribution.**
37. Niiya, Y., Ballantyne, R., **North, M.S.**, & Crocker, J. (2008). Gender, contingencies of self-worth, and achievement goals as predictors of academic cheating in a controlled, laboratory setting. *Basic and Applied Social Psychology*, 30(1), 76-83.
38. **North, M.S.**, Gleacher, A.A., Radigan, M., Greene, L., Levitt, J.M., Chassman, J., & Hoagwood, K. (2008). Evidence-Based Treatment and Dissemination Center (EBTDC): Bridging the research-practice gap in New York State. *Report on Emotional & Behavioral Disorders in Youth*, 8(1), 9-16.

## MANUSCRIPTS UNDER REVIEW/REVISION

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### R&R

39. **North, M.S.** (conditionally accepted). A symbiotic PORTAL to engaging early, mid, and late-career workers: Progression, Off-loading, Relevance, Teachings, Advice, Legacy. *Academy of Management Review*.
40. \*Tomova, T., **North, M.S.**, Berson, Y., & Oreg, S. [Title withheld to preserve blind review.] Under invited 3<sup>rd</sup>-round revision, *Personnel Psychology*.
41. Oh, G., Jeong, I., Wang, W., **North, M.S.**, & Choi, Y. [Title withheld to preserve blind review.] Under invited 3<sup>rd</sup>-round revision, *Work, Aging, & Retirement*.
42. Ma, A., **North, M.S.**, Wang, D., & Zhao, X. [Title withheld to preserve blind review.] Under invited 2<sup>nd</sup>-round revision, *Organizational Behavior and Human Decision Processes*.
43. \*Francioli, S.P., Shakeri, A., & **North, M.S.** [Title withheld to preserve blind review.] Under invited 2<sup>nd</sup>-round revision, *Proceedings of the National Academy of Sciences*.

### Under Review

44. \*Richter-Trummer, S., **North, M.S.**, & Sackmann, S.A. [Title withheld to preserve blind review.] Under review, *Academy of Management Annals*.

45. \*Gioaba, I., **North, M.S.**, Duong, N., & Fry, T. [Title withheld to preserve blind review.] Under review, *Journal of Applied Psychology*.
46. Chun, J.S., & **North, M.S.** [Title withheld to preserve blind review.] Under review, *Organizational Behavior and Human Decision Processes*.

## OTHER WRITING

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- Nagy, N. & **North, M.S.** (2021, June 15). Making the case for “subjective age” in the multigenerational workforce. *MIT Sloan Management Review*. <https://sloanreview.mit.edu/article/making-the-case-for-subjective-age-in-the-multigenerational-workforce/>
- Slaughter, M., & **North, M.S.** (2021, March 19). Mind the generation gap at work. *Reworked*. <https://www.reworked.co/leadership/mind-the-generation-gap-at-work/>
- Tippins, N.T., **North, M.S.**, & Wang, M. (2020, September 18). The irrelevance of generational differences at work. *TLNT.com*. <https://www.tlnt.com/the-irrelevance-of-generational-differences-at-work/>
- North, M.S.**, & Wiesenfeld, B. (2020, May 18). Isn't COVID bad enough without us making it about Boomers vs Snowflakes? *Newsweek*. <https://www.newsweek.com/covid-generational-divide-young-old-1504891>
- North, M.S.** (2017, March 24). Millennials and baby boomers are taught to hate each other—but they need each other to survive. *Quartz*. <https://qz.com/940686>
- North, M.S.** (2017, March 9). Young workers expect their older colleagues to get out of the way. *The Conversation*. <https://theconversation.com/young-workers-expect-their-older-colleagues-to-get-out-of-the-way-73194>
- North, M.S.** (2017, February 15). Millennials and Boomers feel like they're living in two different Americas—and that's a big problem. *Quartz*. <https://qz.com/909448>
- North, M.S.** (2016, October 5). Don't let rift between generations spark a toxic era of ageism. *New Scientist*. <https://www.newscientist.com/article/2108131-dont-let-rift-between-generations-spark-a-toxic-era-of-ageism/>
- North, M.S.** (2014). Changing our perceptions of older workers. Executive briefing for the Society for Human Resource Management Foundation. <https://bit.ly/3IOPyGp>
- North, M.S.**, & Hershfield, H.E. (2014). Four ways to adapt to an aging workforce. *Harvard Business Review*. <https://hbr.org/2014/04/four-ways-to-adapt-to-an-aging-workforce>

\* *HBR* "Management Tip of the Day" (2014, June 16).

**North, M.S.,** & Hershfield, H.E. (2014). Psychologists report: Getting older isn't all bad. *SPSP Blog*.

**North, M.S.,** & Fiske, S.T. (2013). Great (age-based) expectations. *SPSP Connections*.

<https://spsptalks.wordpress.com/2013/09/05/great-age-based-expectations/>

## INVITED TALKS

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Manhattan College, School of Business (October 2023)

Columbia Business School, Management Division (March 2023)

National Academies of Sciences, Engineering, and Medicine, Committee on Understanding the Aging Workforce (October 2022)

Lasell University, RoseMary B. Fuss Center for Research on Aging and Intergenerational Studies (Keynote) (September 2022)

UNC Kenan-Flagler Business School, Organizational Behavior Area (August 2022)

Oxford University, Institute of Population Ageing (November 2021)

Stanford University, Distinguished Careers Institute (November 2021)

New York University, Graduate School of Arts and Sciences, Anti-Ageism Panel (May 2021)

Global Coalition on Aging, Moving Beyond Ageism Summit (March 2021)

AARP / OECD / World Economic Forum, Living, Learning and Earning Longer Collaborative (July 2020)

National Academies of Sciences, Engineering, and Medicine, Committee on Understanding the Aging Workforce and Employment at Older Ages (June 2020)

University of Lausanne (Switzerland), Organizational Behavior Department (April 2019)

New York University, NYU Aging Incubator Seminar Series (February 2019)

Harvard University, Center for Population and Development Studies (November 2018)

Purdue University, Department of Psychological Sciences (April 2018)

National Academies of Science, Engineering, and Medicine, Workshop on Ageing and Disability: Beyond Stereotypes to Inclusion (October 2017)

Society for Human Resource Management, Aging Workforce Executive Forum (October 2017)

Berkeley Haas School of Business, Management of Organizations Colloquium (April 2017)

University of Melbourne (Australia), Faculty of Business and Economics, public lecture (February 2017)

University of Melbourne (Australia), Panel on the Future of Health Care in an Ageing Australia (February 2017)

University of Melbourne (Australia), The Ageing Workforce in Australia: Trends and Challenges Workshop (February 2017)

Resource Centers for Minority Aging Research Preconference (Keynote) (November 2016)

Rutgers University, Department of Psychology, Social Psychology Colloquium (October 2016)

Aging as Future Conference, Nuremberg, Germany (Keynote) (July 2016)

University of Zurich (Switzerland), Department of Psychology, Developmental Colloquium (March 2016)

Columbia University, Mailman School of Public Health (April 2015)

LiveOn NY, Annual Conference (January 2015)

New York University, Stern School of Business (November 2014)

Society for Human Resource Management, Executive Roundtable on the Aging Workforce (June 2014)  
New York University, Department of Psychology (April 2014)  
Columbia University, Department of Psychology (November 2013)  
Columbia University, Columbia Business School (February 2013)  
Princeton University, Alumni Association (December 2010)

## **CHAired SYMPOSIA / CONFERENCES ORGANIZED**

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Co-Organizer and Invited Speaker, Susan T. Fiske Retirement Festschrift ("Fiskeschrift"), Princeton University, March 2023.

Kaufmann, M., & **North, M.S.** (May 2017). Promoting age diversity and preventing age discrimination in the workplace. Presented at the 2017 Congress of the European Association of Work and Organizational Psychology, Dublin, Ireland. Speakers: Michael S. North, David Weiss, Irina Gioaba, Michele Kaufmann, Lisa Finkelstein.

Wallen, A.S., & **North, M.S.** (August 2015). *Challenges and considerations for employing the aging workforce*. Presented at the 75<sup>th</sup> annual meeting of the Academy of Management, Vancouver, Canada. Speakers: Michael S. North, Aaron S. Wallen, Ursula Staudinger, Cheryl Paullin, Mark Schmit.

**North, M.S.**, & Fiske, S.T. (January, 2012). *Prejudice against some prejudices? Under-studied biases in social psychology*. Presented at the 13<sup>th</sup> Annual Society for Personality and Social Psychology Conference, San Diego, CA. Speakers: Michael S. North, Nicole M. Stephens, Peter Hegarty & Chris Crandall.

## **SELECTED CONFERENCE TALKS & PRESENTATIONS**

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### **Academy of Management Annual Meeting (AOM)**

#### **2023 AOM Meeting (Boston, MA)**

\*Shakeri, A., & **North, M.S.** (August 2023). Stereotypes of women and men in different age groups.

Nagy, N., & **North, M.S.** (August 2023). Subjective age in the context of an aging workforce.

\*Francioli, S., **North, M.S.**, & Shakeri, A. "How biased do you think we are!?" Comparing actual versus estimated sentiments toward age groups.

#### **2022 AOM Meeting (Seattle, WA)**

\*Francioli, S., **North, M.S.**, & Danbold, F. (August 2022). Millennials vs. Boomers: Asymmetric realistic & symbolic threat patterns drive generational tensions.

\*Gioaba, I., Duong, N.S., Fry, T.N., **North, M.S.**, & Wildman, J.L. (August 2022). A G(a)TE approach to studying work attitudes: The role of generation, tenure, and experience.



*\*Part of 2022 Michael Driver Best Symposium Award Winner, AOM Careers Division: "Creating a Better World for Older and Younger Workers in the Multigenerational Workforce"*

Ma, A., **North, M.S.**, Wang, D., & Zhao, X. (August 2022). The agency bias in creativity evaluations: The role of implicit beliefs about creativity.

**2021 AOM Meeting (virtual)**

Shakeri, A., **North, M.S.**, & Kilduff, G. (August 2021). Creating value from an increasingly multigenerational workforce: Intergenerational negotiations.

Pfrombeck, J., **North, M.S.**, & Grote, G. (August 2021). Reducing the age gap in job search: A brief self-affirmation intervention to boost older job seekers' job search success.

**2020 AOM Meeting (virtual)**

**\*North, M.S.** (August 2020). Not just a number: New frontiers on the role of aging in organizations. (Symposium Discussant)

\*Martin, A.E., **North, M.S.**, & Phillips, K.W. (August 2020). Intersectional escape: Older women elude agentic prescriptions more than older men.

*\*Part of 2020 Michael Driver Best Symposium Award Winner, AOM Careers Division: "Not Just a Number: New Frontiers in Research on the Role of Aging in Organizations"*

**2019 AOM Meeting (Boston, MA)**

Zhang, T., & **North, M.S.** (August 2019). Reverse advising: What goes down when advice goes up the hierarchy.

**2018 AOM Meeting (Chicago, IL)**

Francioli, S., & **North, M.S.** (August 2018). Unpacking stereotype content and key predictors of attitudes toward younger adults.

Zhang, T., & **North, M.S.** (August 2018). Wunderkind wisdom: Younger advisers discount their impact in reverse advising contexts.

**2016 AOM Meeting (Anaheim, CA)**

**North, M.S.** & Hershfield, H.E. (August 2016). The future is yours: Cultivating the entrepreneurial spirit with a future-self approach.

Martin, A.E., **North, M.S.**, & Phillips, K.W. (August 2016). The granny buffer: Older women avoid prescriptive stereotypes more than older men.

**2015 AOM Meeting (Vancouver, Canada)**

**North, M.S.** (August 2015). Intergenerational tensions in the workplace and beyond.

**International Association for Conflict Management Conference (IACM)**

**2020 IACM Conference (virtual)**

Francioli, S., & **North, M.S.** (July 2020). Youngism: the content, causes, and consequences of prejudices toward younger adults.

Francioli, S., **North, M.S.**, & Magee, J. (July 2020). Effect of subordinates' gender on female professionals' appraisal of a prospective leadership position.

**2019 IACM Conference (Dublin, Ireland)**

Martin, A.E., & **North, M.S.** (July 2019). Equality for (almost) all: Social egalitarians reject sexism and racism, but not ageism.

Zhang, T., & **North, M.S.** (July 2019). Wunderkind wisdom: Younger advisers discount their effectiveness.

**Society for Personality and Social Psychology Annual Meeting (SPSP)**

**2019 SPSP Conference (Portland, OR)**

Francioli, S., & **North, M.S.** (February 2019). Anti-young ageism: Content, causes, and consequences of prejudice toward young adults.

**2012 SPSP Conference (San Diego, CA)**

**North, M.S.**, & Fiske, S.T. (January, 2012). An inconvenienced youth: Ageism as intergenerational tension.

**Other Conferences (Selected)**

**North, M.S.** (November 2018). Intersectional escape: Older women elude prescriptive stereotypes more than older men. Presented at the annual scientific meeting of the Gerontological Society of America, Boston, MA.

**North, M.S.** (April 2018). Intersectional escape: Older women elude prescriptive stereotypes more than older men. Presented at Society for Industrial and Organizational Psychology Conference, Chicago, IL.

**North, M.S.** (May 2017). Intergenerational tensions in the workplace and beyond: Individual, interpersonal, institutional, and international. Presented at the 2017 Congress of the European Association of Work and Organizational Psychology, Dublin, Ireland.

**North, M.S.** (May 2015). Prescriptive age stereotypes: Individual, interpersonal, institutional, and international. Presented at the 27<sup>th</sup> Annual Convention of the Association for Psychological Science, New York, NY.

**North, M.S.**, & Fiske, S.T.\* (July, 2011). An inconvenienced youth: Ageism's intergenerational tensions over Succession, Identity, Consumption (SIC). Presented as part of *Symposium on Complicating demographic categories: The social psychology behind the boxes checked*, at the meetings of the European Association of Social Psychology, Stockholm, Sweden. \*(presenter)

**North, M.S.** (April, 2010). Succession, Identity, and Consumption: An intergenerational, prescriptive approach to ageism. Presented at the Four College Conference, New York University, New York, NY.

**North, M.S.** (November, 2009). A new approach to ageism: Succession, Identity and Consumption. Presented at the Bridging Social Psychologies Conference, Northwestern University, Evanston, IL.

## ADVISING EXPERIENCE

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### *Ph.D Advisor*

- Stéphane Francioli (*primary Ph.D advisor, 2015-2022*). Placement: Post-doc, Organizational Behavior, Wharton School, University of Pennsylvania
- Thea Tomova (*secondary Ph.D advisor, 2016-2022*). Placement: Assistant Professor, Management Department, Texas Christian University McNeely School of Business
- Angela Shakeri (*primary Ph.D advisor, 2020-*)
- Emily Ye (*primary Ph.D advisor, 2022-*)

### *Post-doctoral Supervisor*

- Irina Gioaba (*post-doc supervisor, 2021-2022*). Placement: Post-doc, School of Management & Marketing, Kean University
- Noemi Nagy (*post-doc supervisor, 2020-2021*). Placement: Assistant Professor, Career and Technical/Workforce Education, University of South Florida

## TEACHING EXPERIENCE

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### *New York University Stern School of Business*

Leadership in Organizations (Full-time MBA and Part-time MBA core course), Spring 2023

Average Instructor Rating (3 sections): 5.0/5.0, 5.0/5.0, 5.0/5.0

### *New York University Stern School of Business*

Leadership in Organizations (Full-time MBA and Part-time MBA core course), Spring 2022

Average Instructor Rating (3 sections): 5.0/5.0, 5.0/5.0, 5.0/5.0

### *New York University Stern School of Business*

Management and Organizations, Fall 2020

Average Instructor Rating (3 sections): 4.9/5.0, 5.0/5.0, 4.9/5.0

### *New York University Stern School of Business*

Management and Organizations, Spring 2020

Average Instructor Rating (2 sections): 5.0/5.0, 5.0/5.0

### *New York University Stern School of Business*

Management and Organizations, Fall 2018

Average Instructor Rating (3 sections): 5.0/5.0, 5.0/5.0, 4.9/5.0

Understudied 101: Overlooked Topics in Social Cognition and Organizational Behavior, Spring 2018  
(Self-developed Ph.D seminar; instructor rating N/A)

Management and Organizations, Fall 2017

Average Instructor Rating (3 sections): 7.0/7.0, 7.0/7.0 7.0/7.0

Management and Organizations, Fall 2016

Average Instructor Rating (1 section): 7.0/7.0

Management and Organizations, Fall 2015

Average Instructor Rating (2 sections): 6.9/7.0, 6.8/7.0

*Princeton University (Assistant Instructor)*

Quantitative Methods, Fall 2011

Average Instructor Rating (3 sections): 4.8/5.0, 4.6/5.0, 4.8/5.0

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## GRANTS & FELLOWSHIPS

2022	CEPAR Mature Workers in Organisations Small Grant (~\$7000 USD), with Co-PI Irina Gioaba
2019	Swiss National Science Foundation Research Grant ("Fighting discrimination at employment: Can applicants help reduce bias?"; Project Partner with PI Franciska Krings, University of Lausanne, Switzerland.) <i>Total award: 630,000 Swiss Franc (~\$630,000 USD)</i>
2016-2022	Center for Global Economy and Business Research Awards (total: \$22,000)
2017	Society for Human Resource Management Foundation (Research Donation) (\$10,000)
2014	Justice Initiative Pilot Grant, Columbia University (\$5000)
2009-2013	Joint Degree Program in Psychology and Social Policy Fellowship
2008	Princeton First Year Science/Engineering Fellowship

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## PROFESSIONAL SERVICE

Editorial Board Member

- *Work, Aging, & Retirement* (2022-2023)

NYU Stern Department of Management & Organizations

- Chair, Department Research Committee (2023-); member (2022-)
- Facilitator, Work in Progress Research Seminar (2023-)
- Co-Chair, Doctoral Admissions Committee (2021-2022)
- Course Coordinator, undergraduate core course "Management & Organizations" (2017-2021)
- Faculty Annual Merit Review Committee (2018)
- Management & Organizations Department Faculty Liaison, Stern Behavioral Lab (2016-2018)

- External Review Committee, Research (2018)

#### NYU Stern Management & Organizations Graduate Program

- Dissertation Committee (2023, Aastha Chadha; 2022, Stephane Francioli [co-chair])
- Faculty Reader, Doctoral Student 2<sup>nd</sup>-year Paper (2022, Angela Shakeri; 2018, Thea Tomova)
- Faculty Grader, Doctoral Student Competency Exam (2022, Angela Shakeri; 2018, Thea Tomova; 2017, Stephane Francioli)
- Independent Study Supervisor, “Age-Gender Intersectionality” (Student: Angela Shakeri) (Fall 2021)
- Faculty Discussant, East Coast Doctoral Conference (previously called Columbia-Stern Ph.D Student Conference) (2015, 2016, 2019)

#### NYU Stern Undergraduate Program

- Invited Speaker, Professor Panel, Stern Student Council (2023)
- Invited Speaker, Coronavirus Response Fellowship Panel (2020, 2021)
- Honors Thesis Supervisor, Stern Honors Program (2017-2018; 2019-2020) (3 students; Samyak Jain, Jodie Miller, Angela Shakeri\*) [*\*winner of the 2020 Dean Menon Undergraduate Research Award*]
- Session Leader, Undergraduate Orientation Social Dialogue (2019)
- Faculty Mentor, “Proud to Be First” (First Year, First Gen) (2019-)
- Faculty Supervisor, Stern Program for Undergraduate Research (SPUR) (2017-) (37 students Fall 2017-Fall 2023)
- Independent Study Supervisor (2 students) (Fall 2017, Spring 2020)

#### NYU Stern MBA Program

- MBA Admit Weekend, Mock Class Instructor (2023)
- Invited Speaker, “Last lecture” to NYU Stern MBA Graduating Class of 2023
- Coach, Leadership Accelerator Live Case (2023)
- MBA Launch (Orientation) Facilitator (2017, 2021, 2022)
- Invited Speaker, Stern Women in Business (2023); South Asian Business Association (2022)
- Independent Study Supervisor, “Leadership in a Startup” (Student: Lindsay Perper) (Fall 2022)

#### NYU Stern (General)

- New Faculty Orientation, Teaching Faculty Panel (2018)
- AACSB Reaccreditation, Junior Faculty Meeting Group (2019)
- Diverse Pathways in Academia Workshop, Panel on “How We Got to Business School, and Why We Stayed” (2020, 2022, 2023)

#### New York University (School-wide)

- Faculty Advisory Board, Wasserman Center for Career Development
- Steering Committee, NYU Aging Incubator
- Gallatin Undergraduate Colloquium Committee Member (2021, Christina Thomson; Sarah Whitwell)

#### External Service

- Planning Committee, Susan T. Fiske retirement “Fiskeschrift” (2023)
- Thesis Committee Member: Irina Gioaba (University of Lausanne, Switzerland), Tomoe Hashimoto (Minerva University) (2019)
- Invited Committee Member, National Academies of Sciences, Engineering, and Medicine, Committee on Consideration of Generational Issues in Workforce Management and Employment (2019-)

#### Visiting Scholar Host

- Irina Gioaba, University of Lausanne (Switzerland) (2021-2022)
- Noemi Nagy, University of Bern, Switzerland (August 2019-March 2021)
- Allison Flamion, University of Liege, Belgium (September 2018-December 2018)
- Peter Gahan, University of Melbourne, Australia (January 2018-March 2018)

#### Ad-hoc reviewer:

*American Psychologist; British Journal of Social Psychology; Chinese Science Bulletin; Current Biology; Current Issues in Personality Psychology; Current Psychology; Developmental Psychology; Emotion; Frontiers in Psychology; Group Processes & Intergroup Relations; In-Mind Magazine; International Journal of Aging and Human Development; International Journal of Ageing and Later Life; International Journal of Gerontology; International Journal of Psychology; Journal of Aging Science; Journal of Applied Psychology; Journal of Applied Social Psychology; Journal of Cross-Cultural Gerontology; Journal of Experimental Social Psychology; Journal of Gerontology, Series B: Psychological Sciences; Journal of Organizational Behavior; Journal of Personality and Social Psychology; Journal of Population Ageing; Journal of Social Issues; Nordic Psychology; Organizational Psychology Review; Personality and Social Psychology Bulletin; Personnel Psychology; Perspectives on Psychological Science; PlosONE; PNAS; Psychological Record; Psychological Reports; Psychological Science; Psychology and Aging; Psychology, Public Policy, & Law; Research on Aging; Sex Roles; Social and Personality Psychology Compass; Social Cognition; Social Currents; Social Psychology*

## PROFESSIONAL MEMBERSHIPS

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Academy of Management (AOM)  
Association for Psychological Science (APS)  
Society for Experimental Social Psychology (SESP)  
Society for Industrial and Organizational Psychology (SIOP)  
Society for Personality and Social Psychology (SPSP)

## SELECTED MEDIA COVERAGE

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**USA:** New York Times; Wall Street Journal; Washington Post; New Yorker; CNN; Forbes; Marketplace; Time; Inc; Mother Jones; Quartz; Society for Human Resource Management; Scientific American; NPR;

APS Observer, Huffington Post; Psychology Today; San Francisco Chronicle; NationSwell; ThriveGlobal; PayScale; Boston Globe; City Limits; HR Magazine; MEL Magazine; Princeton Alumni Weekly; BYU Radio.

**International:** BBC [United Kingdom]; Der Spiegel [Germany]; Maeil Business Newspaper [Korea]; El País [Spain]; NRC Handelsblad [Netherlands]; Deloitte [Australia]. *[Links available upon request.]*

## **CONSULTING (SELECTED)**

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AARP (Washington, DC)  
Heimerl & Lammers LLC (Minneapolis, MN)  
KPMG  
Society for Human Resource Management