

ÖVÜL SEZER

Curriculum Vitae

June 2021

McColl Building 4725
Kenan Center Drive
Chapel Hill, NC 27599

Organizational Behavior
osezer@unc.edu
www.ovulsezer.com

Academic Employment

2017-present **UNIVERSITY OF NORTH CAROLINA** (Chapel Hill, NC)
Assistant Professor of Organizational Behavior, Kenan-Flagler Business School

Education

2012-2017 **HARVARD BUSINESS SCHOOL, HARVARD UNIVERSITY** (Cambridge, MA)
Ph.D. in Organizational Behavior

2006-2010 **HARVARD UNIVERSITY** (Cambridge, MA)
A.B in Applied Mathematics with Honors
Secondary field in Mind, Brain & Behavior

Life & Research Interests

Studying Impression (Mis)Management and its consequences for inclusion
Stand-up comedian & Comedy writer
Observing life with science, wonder and humor

Honors & Awards

- 2021 Keynote Speaker, Berkeley Lab, University of California Berkeley.
- 2021 Top 10% of Authors on SSRN Network by all-time downloads
- 2020 World's Best 40 Under 40 Business School MBA Professors, Poets & Quants
- 2020 Faculty Member of the Month (April), UNC Kenan-Flagler Business School,
 Undergraduate Business Program
- 2018 "Write to Change the World Grant", Society for Personality and Social Psychology
- 2018 Author of One of the 10 Most Downloaded papers of the year SSRN
- 2016 Wyss Award for Excellence in Doctoral Research, Harvard Business School
 - Awarded to doctoral students who have excelled at conducting outstanding,
 innovative academic research across all departments at Harvard Business School
- 2016 Outstanding Reviewers Award, Organizational Behavior, Academy of Management

- 2016 Travel Award, Society for Personality and Social Psychology
- 2015 Top Ten Most Popular Articles of the Year, HBS Working Knowledge
- 2015 Year in Ideas, Harvard Business School Alumni Bulletin
- 2015 Distinction in Teaching, Psychology and Economics (Fall), Harvard University
- 2015 Distinction in Teaching, Psychology and Economics (Spring), Harvard University
- 2014 Distinction in Teaching, Psychology and Economics (Fall), Harvard University
- 2014 Next Generation Grant, Program for Negotiation, Harvard Law School
 - Awarded to doctoral students who have shown academic merit and originality in conflict management and negotiation research across Harvard & MIT
- 2014 Distinction in Teaching, Psychology and Economics (Spring), Harvard University
- 2013 Distinction in Teaching, Psychology and Economics (Spring), Harvard University
- 2012 Distinction in Teaching, Linear Algebra (Spring), Harvard University
- 2006 George Eastman Leaders Award, University of Rochester

Journal Publications

1. Kim, T., **Sezer, O.**, Schroeder, J., Risen, J., Gino, F., & Norton, M.I. (2021). Work Group Rituals Enhance the Meaning of Work, *Organizational Behavior and Human Decision Processes*, In press.
2. Roberts, A., Levine, E. E., & **Sezer, O.** (2020). Hiding Success, *Journal of Personality and Social Psychology*. In press.
3. Nault, K. Rogers, B., **Sezer, O.**, Klein, N. (2020). Behavioral Insights for Minimizing Loneliness During the COVID-19 Pandemic, *Behavior Science & Policy*. In press.
4. Gino, F., **Sezer, O.**, Huang, L. (2020). To be or not to be your authentic self? Catering to others' preferences hinders performance, *Organizational Behavior and Human Decision Processes*. 158, 83-100.
5. Garcia-Rada, X., **Sezer, O.**, & Norton, M. I. (2019). Rituals and nuptials: Relationship Rituals Predict Relationship Satisfaction, *Journal of Association for Consumer Research*. 4, 185-197.
6. **Sezer, O.**, Gino, F., & Norton, M. I. (2018). Humblebragging: A distinct – and ineffective – self-presentation strategy. *Journal of Personality and Social Psychology*, 114, 52-74.
7. Steinmetz, J., **Sezer, O.**, & Sedikides, C. (2017). Impression mismanagement: People as inept self-presenters. *Social and Personality Social Compass*, 11:e12321.
8. **Sezer, O.**, Zhang, T., Gino, F., & Bazerman, M. H. (2016). Overcoming the outcome bias: Making intentions matter. *Organizational Behavior and Human Decision Processes*, 137, 13-26.

9. **Sezer, O.**, Norton, M.I., Gino, F., & Vohs, K.D. (2016). Family rituals improve the holidays. *Journal of the Association for Consumer Research*, 1(4), 509-526.
10. Bazerman, M.H., & **Sezer, O.** (2016). Bounded awareness: Implications for ethical decision making. *Organizational Behavior and Human Decision Processes*, 136, 95-106.
11. **Sezer, O.**, & Norton, M. I. (2016). Vicarious contagion decreases differentiation – and comes with costs. *Behavior and Brain Sciences*, 39. doi: 10.1017/S0140525X15001508.
12. **Sezer, O.**, Gino, F., & Bazerman, M. H. (2015). Ethical blind spots: Explaining unintentional unethical behavior. *Current Opinion in Psychology*, 6, 77-81.

Papers Under Review and Revision

13. **Sezer, O.**, Impression (Mis)Management: When What You Say is not What They Hear, *revise and resubmit*.
14. **Sezer, O.**, Prinsloo, E., Brooks, A. W., & Norton M. I. Backhanded compliments: How negative comparison undermines flattery, *under review*.
15. **Sezer, O.** “What’s in a name?” The ironic consequences of namedropping as a networking behavior, *revise and resubmit*.
16. Rogers, B., **Sezer, O.**, & Klein, N., Too naïve to be fair: Observing ass-kissing reduces motivation and beliefs in meritocracy, *revise and resubmit*.
17. Klein, N., Nault, K., & **Sezer, O.** Giving compliments makes people happier than receiving them, *under review*.
18. Rogers, B., **Sezer, O.**, Foulk, T. Zhong, C., DeCelles, K., Harshfield, H. Gino, F., & Norton, M.I How to separate work from home with rituals, *under review*.

Projects in Progress

Working Papers

Sezer, O., & Tedder-King, A., & Melwani, S. Mansplaining: When and why it occurs and how to stop it

Sezer, O., Impression Mis(Management) In Organizations: A theoretical framework to understand communication mistakes in organizations

Nault, K., **Sezer, O.**, & Klein, N. It's the Journey, Not the Destination: Process-Oriented Introductions as a Networking Strategy

Data Collection

Self-promotion and gender (with Angelica Leigh)
“I Told You So” effect (with Salvatore Affinito and Brad Staats)
Feedback for minority groups (with Angelica Leigh)
Authenticity and feedback receptivity (with Francis Flynn)
The pitfalls in advice in moral domains (with Yochanan Bigman & Kurt Gray)
Small talk and hierarchy (with Michael Christian)
Recommendation letters and gender (with Ayana Younge & Janina Steinmetz)
CV of Failures (with Natalie Croitoru & Dave Hoffman)
Call-backs in conversation (with Hanne Collins, Brad Bitterly, Alison Wood Brooks, Michael Norton & Maurice Schweitzer)
The Embarrassment Gap (with Selin Goksel & Jonathan Berman)
“This is the worst paper ever!” The psychology of fishing for compliments (with Holly Howe, Selin Goksel & Jonathan Berman)
The psychology of ghosting (with Yejin Park & Nadav Klein)
How to say no (with Grant Donnelly & Einav Hart)
Self-deprecating humor (with Shawn Quan)

Business & Media Articles

Sezer, O., Nault, K., & Klein, N. (2021) Don't Underestimate the Power of Kindness at Work, *Harvard Business Review*. May 2021.

Sezer, O. (2018) To brag or Not to Brag, *People Science*, October 2018.

Invited Talks

2021 Columbia University, Global Behavioral Science Program.
Berkeley Lab, University of California Berkeley.
New York University, Psychology Department, Mindful Education Lab.
University of Texas at Austin, McCombs School of Business, Management.
Stanford University, Stanford Graduate School of Business, Organizational Behavior.
Sabanci University, Behavioral Finance.
Harvard Business Review Turkey, Business Thought Leader Series
TUBITAK, Scientific and Technological Research Council of Turkey, Leadership Program.
UGI Corporation. Business Speaker Series.
UNC Kenan-Flagler Alumni Week.
Harvard Alumni Entrepreneurs, Speaker Series.

- 2020 Baruch College, Zicklin School of Business, Strategic Management.
 CFA Institute of Istanbul, Women in Investment Forum, Women of Future Conference.
 Harvard Business School, Nerd Lab Summer Series.
 Harvard Alumni Entrepreneurs, Investor Talk Series.
 Consumer Uncertainty Conference.
 University of Zurich, Behavioral Economics Talks.
 Arizona State University, Micro Meets Macro Conference.
 BEworks, Behavioral Economics Talks.
 Duke University, Psychology and Neuroscience.
 University of Michigan, The Ross School of Business, Management & Organizations.
 University of Calgary, Haskayne School of Business, Center for Business Leadership.
- 2019 Columbia University, Columbia Business School, Management Division.
 Bogazici University, Department of Management.
 Wake Forest University, Psychology Department.
 Duke University, Behavioral Science Talks.
 University of Zurich, Humor Conference.
 University of North Carolina, Management and Corporate Communication.
 Duke University, Fuqua School of Business, New Directions in Leadership.
- 2018 Duke University, Fuqua School of Business, Management & Organizations.
 MetLife, Strategy Unit.
 Yale University, Yale School of Management, Marketing.
 University of North Carolina, Psychology and Neuroscience.
 University of Pennsylvania, The Wharton School, Decision Processes Colloquia.
- 2017 Harvard University, Harvard Business School, Conversation Day.
- 2016 University of Toronto, Rotman School, Organizational Behavior.
 Georgetown University, McDonough School of Business, Management.
 University of North Carolina, Kenan-Flagler Business School.
 Harvard University, Harvard Kennedy School, Minson Lab.
 Northeastern University, D'Amoe McKim School of Business.
- 2015 Harvard University, Harvard Kennedy School, Behavioral Insights Study Group.
 Harvard Business School, Online Economy, Experimental Design.
 Harvard Business School, Micro Topics in Organizational Behavior.

Conference Presentations

Chaired and Organized Symposia

- 2021 Rogers, B. & Sezer, O. “Managing Boundaries, Transitions and Wellbeing in an Age of Virtual work and Covid-19” (Co-Chair and Co-Organizer). Academy of Management, Virtual. **Selected as Showcase Symposium*
- 2017 Sezer, O. “Mis(Communication): When What You Say is Not What They Hear” (Chair and Organizer). Society of Experimental Social Psychology, Boston.
- 2016 Sezer, O. “Impression (Mis)Management in Organizations” (Chair and Organizer). OB and MOC Divisions, Academy of Management, Anaheim, CA

Presentations

- 2021 Roberts, A., Levine, E. E., & Sezer, O. Hiding Success. Paper presented at the Society of Experimental Social Psychology (SESP), Santa Barbara.
- Sezer, O., Affinito, S. & Staats, B. R., “I Told You So” Effect. Paper presented at the Association for Consumer Research (ACR), Virtual.
- Jazaieri, H., O’Neill, M., Sezer, O., #SoGrateful—Gratitude Bragging as an Emotion Regulation Strategy. Paper presented at the Academy of Management (AOM), Virtual.
- Rogers, B., Sezer, O., Foulk, T. Zhong, C., DeCelles, K., Harshfield, H. Gino, F., & Norton, M.I How Rituals Help Essential Employees’ Work Recovery. Paper presented at the Academy of Management (AOM), Virtual.
- Nault, K., Sezer, O., & Klein, N. It’s the Journey, Not the Destination: Process-Oriented Introductions Increase Warmth and Preserve Competence. Paper presented at the Academy of Management (AOM), Virtual.
- Garcia-Rada, X., Sezer, O., & Norton, M.I. Rituals and nuptials: The emotional and relational consequences of relationship rituals. Paper presented at the Society of Personality and Social Psychology (SPSP), Shared-reality Pre-conference. Virtual.
- 2020 Sezer, O., Affinito, S. & Staats, B. R., “I Told You So” Effect. Paper presented at the Association for Consumer Research (ACR), Virtual.

Rogers, B., Sezer, O., & Klein, N. Too naïve to be fair. Paper presented at the Academy Of Management (AOM), Virtual.

Sezer, O., & Melwani, S. Mansplaining: When and Why It Occurs and How to Stop it. Paper presented at the Academy of Management (AOM), Virtual.

Garcia-Rada, X., Sezer, O., & Norton, M.I. Rituals and nuptials: The emotional and relational consequences of relationship rituals. Paper presented at the Society of Personality and Social Psychology (SPSP), New Orleans, LA.

2019 Rogers, B., Sezer, O., & Klein, N. Too naïve to be fair. Paper presented at the Society Of Judgment and Decision Making (SJDJ), Vancouver, Canada.

Roberts, A., Levine, E. E., & Sezer, O. Hiding Success. Paper presented at the Academy Of Management (AOM), Boston, MA.

Sezer, O., Bitterly, B., Brooks, A. W., Schweitzer, M.E., & Norton, M. I. Inside jokes: Humor as social exclusion. Paper presented at the Academy of Management (AOM), Boston, MA.

Roberts, A., Levine, E. E., & Sezer, O. Hiding Success. Paper presented at the International Association of Conflict Management (IACM), Dublin, Ireland.

Sezer, O., Bitterly, B., Brooks, A. W., Schweitzer, M.E., & Norton, M. I. Inside jokes: Humor as social exclusion. Paper presented at the International Association of Conflict Management (IACM), Dublin, Ireland.

Roberts, A., Levine, E. E., & Sezer, O. Hiding Success. Paper presented at the Society for Consumer Psychology (SCP), Savannah, GA.

Sezer, O., Bitterly, B., Brooks, A. W., Schweitzer, M.E., & Norton, M. I. Inside jokes: Humor as social exclusion. Paper presented at the Society for Consumer Psychology (SCP), Savannah, GA.

Roberts, A., Levine, E. E., & Sezer, O. Hiding Success. Paper presented at the Society of Personality and Social Psychology (SPSP), Portland, OR.

2018 Sezer, O., Bitterly, B., Brooks, A. W., Schweitzer, M.E., & Norton, M. I. Inside jokes: Humor as social exclusion. Paper presented at the Association for Consumer Research (ACR), Dallas, TX.

Sezer, O. “What’s in a name?”: The ironic consequences of namedropping as a networking Behavior. Paper presented at the Academy of Management (AOM), Chicago, IL.

Sezer, O., Brooks, A.W., & Norton, M.I. Backhanded compliments: Negative comparison undermines flattery. Paper presented at the International Association of Conflict Management (IACM), Philadelphia, PA.

Sezer, O. “What’s in a name?”: The ironic consequences of namedropping as a networking Behavior. Paper presented at the International Association of Conflict Management (IACM), Philadelphia, PA.

Sezer, O., & Melwani, S. Mansplaining: When and Why It Occurs and How to Stop it. Paper presented at the International Association of Conflict Management (IACM), Philadelphia, PA.

Garcia-Rada, X., Sezer, O., & Norton, M.I. Rituals and nuptials: The emotional and relational consequences of relationship rituals. Paper presented at the European Association for Consumer Research (EACR), Ghent, Belgium.

Sezer, O., & Melwani, S. Mansplaining: When and Why It Occurs and How to Stop it. Paper presented at the Behavioral Decision Research in Management (BDRM), Boston, MA.

Sezer, O., Brooks, A.W., & Norton, M.I. Backhanded compliments: Negative comparison undermines flattery. Paper presented at the Attitudes and Social Influence Preconference at the Society of Personality and Social Psychology (SPSP), Atlanta, GA.

2017 Sezer, O., Brooks, A.W., & Norton, M.I. Backhanded compliments: Negative comparison undermines flattery. Paper presented at the Society of Judgment and Decision Making (SJDM), Vancouver, Canada.

Sezer, O., Brooks, A.W., & Norton, M.I. Backhanded compliments: Negative comparison undermines flattery. Paper presented at the Society of Experimental Social Psychology (SESP), Boston, MA.

Kim, T., Sezer, O., Schroeder, J., Risen., J., Gino, F. & Norton, M.I. Group rituals improve social coordination and effort. Paper presented at the Annual INGroup (INGroup) Conference, St. Louis, MO.

Sezer, O., Brooks, A.W., & Norton, M.I. Backhanded compliments: Negative comparison undermines flattery. Paper presented at the International Association of Conflict Management (IACM), Berlin, Germany.

Sezer, O., Gino, F., & Norton, M.I. Humblebragging—A distinct and ineffective self-presentation strategy. Paper presented at the European Association of Social Psychology (EASP), Granada, Spain.

Sezer, O., Brooks, A.W., & Norton, M.I. Backhanded compliments: Negative comparison undermines flattery. Paper presented at the Women in Business Academia Conference at the Wharton School (WASBA), Philadelphia, PA.

Sezer, O., Gino, F., & Norton, M.I. Humblebragging—A distinct and ineffective self-presentation strategy. Paper presented at the Society for Consumer Psychology (SCP), San Francisco, CA.

Sezer, O., Brooks, A.W., & Norton, M.I. Backhanded compliments: Negative comparison undermines flattery. Poster presented at the Society of Personality and Social Psychology (SPSP), San Antonio, TX.

2016 “I was with Barack Last Weekend:” The psychology of namedropping. Poster presented at The Society for Judgment and Decision Making (SJDM), Boston, MA.

Sezer, O., Brooks, A.W., & Norton, M.I. Backhanded compliments: Negative comparison undermines flattery. Poster presented at the Association for Consumer Research (ACR), Berlin, Germany.

Sezer, O., Gino, F., & Norton, M.I. Humblebragging—A distinct and ineffective self-presentation strategy. Paper presented at the Academy of Management (AOM), Anaheim, CA.

Sezer, O., Brooks, A.W., & Norton, M.I. Backhanded compliments: Negative comparison undermines flattery. Poster presented at the Academy of Management (AOM), Anaheim, CA.

Sezer, O., Gino, F., & Norton, M.I. Humblebragging—A distinct and ineffective self-presentation strategy. Paper presented at the Academy of Management (AOM), Anaheim, CA.

Gino, F., Sezer, O., Huang, L. & Brooks, A. W., To be or not to be our authentic self: Catering to others’ preferences increases anxiety and hinders performance. Paper presented at the Academy of Management (AOM), Anaheim, CA.

Sezer, O., Brooks, A.W., & Norton, M.I. Backhanded compliments: Negative comparison undermines flattery. Paper presented at the International Association of Conflict Management (IACM), New York, NY.

Sezer, O., Gino, F., & Norton, M.I. Humblebragging—A distinct and ineffective self-presentation strategy. Paper presented at International Association of Conflict Management (IACM), New York, NY.

Gino, F., Sezer, O., Huang, L. & Brooks, A. W., To be or not to be our authentic self: Catering to others’ preferences increases anxiety and hinders performance. Paper presented at the Transatlantic Doctoral Conference (TADC), London, UK.

Sezer, O. Your tricks aren't working: Distinctively ineffective self-presentation strategies. Data blitz talk presented at the Boston Judgment and Decision Making Day (JDM Day), Boston, MA.

Sezer, O., Gino, F., & Norton, M.I. Humblebragging—A distinct and ineffective self-presentation strategy. Paper presented at Society of Personality and Social Psychology (SPSP), San Diego, CA.

Sezer, O., Brooks, A.W., & Norton, M.I. Backhanded compliments: Negative comparison undermines flattery. Poster presented at the Judgment and Decision Making Preconference at the Society of Personality and Social Psychology (SPSP), San Diego, CA.

2015 Gino, F., Sezer, O., Huang, L. & Brooks, A. W., To be or not to be our authentic self: Catering to others' preferences increases anxiety and hinders performance. Paper presented at the Society of Judgment and Decision Making (SJDM), Chicago, IL.

Sezer, O., Gino, F., & Norton, M.I. Humblebragging—A distinct and ineffective self-presentation strategy. Paper presented at Association for Consumer Research (ACR), New Orleans, LA.

Kim, T., Sezer, O., Schroeder, J., Risen, J., Gino, F., & Norton, M.I., Group rituals improve group performance. Paper presented at Association for Psychological Science (APS), New York, NY.

Sezer, O., Gino, F., & Norton, M.I. Humblebragging—A distinct and ineffective self-presentation strategy. Poster presented at Association for Psychological Science (APS), New York, NY.

Sezer, O., Gino, F., & Norton, M.I. Humblebragging—A distinct and ineffective self-presentation strategy. Paper presented at the Women in Business Academia Conference at the Wharton School (WASBA), Philadelphia, PA.

Sezer, O., Gino, F., & Norton, M.I. Humblebragging—A distinct and ineffective self-presentation strategy. Paper presented at International Convention of Psychological Science (ICPS), Amsterdam, Netherlands.

Sezer, O., Gino, F., & Norton, M.I. Humblebragging—A distinct and ineffective self-presentation strategy. Paper presented at the Society of Judgment and Decision Making (SJDM), Long Beach, CA.

2014 Sezer, O., Gino, F., & Norton, M.I. The psychology of leaving things behind from parties to partners. Poster presented at the Society for Personality and Social Psychology (SPSP), Austin, TX.

2013 Sezer, O., Zhang, T., Gino, F., & Bazerman, M. H. Overcoming the outcome bias: Making intentions matter. Paper presented at the Academy of Management (AOM), Orlando, FL.

Sezer, O., Gino, F., & Norton, M.I. The psychology of leaving things behind from parties to partners. Poster presented at the Society for Judgment and Decision Making (SJDM), Toronto, Canada.

Discussant & Panelist Sessions

2020 How to Thrive in Business PhD Program. Harvard Business School, Virtual.

2019 Let's Talk About It: How to Effectively Present Your Research (Session Facilitator). The Ph.D. Project Management Doctoral Students Association (PhD Project, MDSA), Boston, MA.

2018 Let's Talk About It: How to Effectively Present Your Research (Session Facilitator). The Ph.D. Project Management Doctoral Students Association (PhD Project, MDSA), Chicago, IL.

2017 Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (Panelist). Professional Development Workshop, Academy of Management (PDW, AOM), Atlanta, GA.

Management & OB Job Market Panel (Panelist). East Cost Doctoral Conference at Columbia Business School and NYU Stern School of Business (ECDC), New York, NY.

Behavioral Science Through the City Lens" (Participant). Behavioral Insights Group, Center for Public Leadership (BIG), Harvard Kennedy School, Cambridge, MA.

Teaching

Courses

University of North Carolina at Chapel Hill, Kenan-Flagler Business School

2021 Managerial Decision Making (2 Sections, MBA), Spring. Instructor rating: 4.5/5.0
Managerial Decision Making (1 Section, undergraduate), Spring. Instructor rating: 4.9/5.0

2020 Negotiations (2 Sections, MBA), Fall. Instructor rating: 4.7/5.0
Negotiations (1 section, undergraduate), Fall. Instructor rating: 5.0/5.0
Managerial Decision Making (2 Sections, MBA), Spring. Instructor rating: 4.3/5.0
Managerial Decision Making (1 Section, undergraduate), Spring. Instructor rating: 4.9/5.0
Negotiations (2 sections, undergraduate), Spring. Instructor rating: 4.8/5.0

Negotiations (1 section, undergraduate), Spring. Instructor rating: 4.9/5.0
Ph.D. Special Topics (1 section, Ph.D. course), Spring.

2019 Managerial Decision Making (2 Sections, MBA), Spring. Instructor rating: 4.3/5.0
Managerial Decision Making (2 Sections, undergrad), Spring. Instructor rating: 4.7/5.0
Negotiations (2 sections, undergrad), Spring. Instructor rating: 4.8/5.0

2018 Leading and Managing (2 Sections, undergrad), Spring. Instructor rating: 4.2/5.0

Harvard University, Department of Economics

2015 Psychology and Economics (1 Section, undergrad), Spring. Instructor rating: 4.8/5.0
2014 Psychology and Economics (2 sections, undergrad), Spring. Instructor rating: 4.7/5.0
2013 Psychology and Economics (1 Section, undergrad), Spring. Instructor rating: 4.8/5.0

Harvard University, Math Department

2012 Linear Algebra (1 Section, undergrad), Spring. Instructor rating: 4.6/5.0
2011 Multivariable Calculus (1 Section, undergrad), Fall. Instructor rating: 4.2/5.0

Harvard University, Computer Science Department

2009 Quantitative Reasoning (1 Section, undergrad), Spring. Instructor rating: 4.5/5.0
2008 Introduction to Computer Science (1 Section, undergrad), Fall. Course assistant.

Research Included in Business Education Curriculum

Harvard Business School

2020 How to talk gooder in business and life, Harvard Business School MBA Course.
Required reading: **Sezer, O.**, Gino, F., & Norton, M. I. (2018). Humblebragging: A distinct –and ineffective – self- presentation strategy. *Journal of Personality and Social Psychology*, 114, 52-74.

Professional Service

Committee

INFORMS Organization Science Dissertation Proposal Committee (2021-present)
Behavior Change for Good, Elected Team Scientist (2018- present)
Society of Judgment and Decision-Making Conference Track Committee (2019-present)
Society of Judgment and Decision-Making Conference, Student Poster Award Chair (2020)
Society of Judgment and Decision-Making Student Poster Award Committee (2020-present)

Academy of Management Carolyn Dexter Award for Best International Paper (2020-2021)
Ph. D Project, How to Navigate Job Market-Career Services (2018-present)

Journal Reviewing

Academy of Management Journal (2016-present)
Behavioral Science & Policy (2020-present)
Journal of Personality and Social Psychology (2016-present)
Journal of Experimental Psychology: General (2019-present)
Journal of Experimental Social Psychology (2016-present)
Journal of Business Ethics (2018-present)
Management Science, (2017-present)
Organization Science (2016-present)
Organizational Behavior and Human Decision Processes (2017-present)
Psychological Review (2018-present)

Conference & Grant Reviewing

Academy of Management Conference (2016-present)
 Organizational Behavior (OB) Division
 Conflict Management (CM) Division
 Managerial and Organizational Cognition
Behavioral Decision Research in Management (elected, 2018-present)
International Association of Conflict Management (2016-present)
Society of Consumer Psychology (2018-present)
Society for Personality and Social Psychology (2017-present)
Society of Judgment and Decision Making Student Poster Award (2017)
Society of Judgment and Decision Making (elected, 2018-present)
Israel Science Foundation (2020-2021)
Social Sciences and Humanities Research Council of Canada (2021-present)

University Service

University of North Carolina at Chapel Hill, Kenan-Flagler Business School

Speaker, UNC Alumni Week (2021)
Speaker, Undergraduate Program Strategic Mid-Year Meeting (2021)
Speaker, SPARK New Orientation Program (2020)
Co-coordinator, OB Seminar Series (2020-present)
Founder and Coordinator, Unblocked Writing Group (2020-present)
Member, Behavioral Lab Committee (2019-present)
Instructor, SPARK New Orientation Program (2019)
Member, OB Area Recruiting Committee (2017-present)

Member, Organizational Behavior Ph. D Admissions Committee (2018-2020)
Member, Lab Manager Search Committee (2019-2020)
Advisor, Carolina Behavioral Economics Club (2019-2021)

Harvard University, Harvard Business School

Organizer and Member, Behavioral Insights Group Lab (formerly Non-Lab) (2012-2017)
Member, Nifty Experimental Research across Disciplines, (NERD Lab) (2011-2017)
Advisor, Undergraduate PRIMO fellows, (2012-2017)
Advisor, Psychology undergrad Ras, (2012-2017)
Member, Organizational Behavior Lab (2012-2017)
Founding Member and Organizer, Field Experiments Lab (2014-2016)
Member, Program on Negotiation Research Lab (2016-2017)
Teaching Coach for new instructors in Economics Department (2014-2015)

Advising

Dissertation Committees

Ayana Younge, UNC Kenan-Flagler, Organizational Behavior
Casher Belinda, UNC Kenan-Flagler, Organizational Behavior
Hanna Kalmanovich-Cohen, UNC Kenan-Flagler, Organizational Behavior
Holly Howe, Duke University, Fuqua School of Business, Second Year Paper, Marketing
Mia Karabegovic, Central European University, Department of Cognitive Science,

Undergraduate Thesis Committees

Laura Gerlach, UNC Kenan-Flagler, Honors Thesis
Nico A. Rotundo, UNC Honors Carolina Research Program
Jared Wong, Duke University, Recommendation writer
(Accepted to Yale University Ph.D. in Marketing)
Laura Botero Gomez, Harvard Business School, Recommendation writer
(Accepted to Harvard University MA in International Education Policy)
Lindsay Overhage, Harvard University, Recommendation writer
(Accepted to Harvard Medical School, MD-Ph.D.)

PhD student collaborators

Angelica Leigh, PhD student in Organizational Behavior, UNC Kenan-Flagler
Annabelle Roberts, PhD student in Behavioral Science, University of Chicago Booth
Ayana Younge, PhD student in Organizational Behavior, UNC Kenan-Flagler
Ben Rogers, PhD student in Organizational Behavior, UNC Kenan-Flagler

Emily Prinsloo, PhD student in Marketing, Harvard Business School

Holly Howe, PhD student in Marketing, Duke Fuqua School of Business

Kelly Nault, PhD student in Organizational Behavior, INSEAD

Salvatore Affinito, PhD student in Organizational Behavior, UNC Kenan-Flagler

Selin Goksel, PhD student in Marketing, London Business School

Ximena Garcia-Rada, PhD student in Marketing, Harvard Business School

Member

Academy of Management (2012-present)

American Psychological Association (2015-present)

Association for Psychological Science (2015-present)

Association of Consumer Research (2015-present)

Behavior Change for Good (elected member, 2018-present)

Behavioral Decision Research Management (2013-present)

Behavioral Exchange (2016-present)

Behavioral Science and Policy Association (2016-present)

European Association of Social Psychology (2017-present)

European Association of Consumer Research (2018-present)

International Association of Conflict Management (2016-present)

Society of Experimental Social Psychology (2017-present)

Society for Personality and Social Psychology (2013-present)

Society for Judgment and Decision Making (2013-present)

Society for Consumer Psychology (2017-present)

Previous Employment & Research Experience

2012-2010 Harvard Business School, Research Associate, NOM Unit

2011 Harvard University, Research Assistant, Department of Economics

2010 Harvard University, Research Assistant, Department of Psychology

2010 Massachusetts Institute of Technology, Research Assistant, Sloan

2009 National Bureau of Economic Research, Research Assistant, Finance Unit.

2009 Harvard Business School, Undergraduate Research Assistant, Marketing Unit

Selected Media Coverage

2021 **Harvard Business Review:** Don't Underestimate the Power of Kindness at Work

Harvard Business Review: Savvy Self-promotion

CNBC: The value of kindness at work

The Wall Street Journal: The Surprising Strategy for Acing a Job Interview

- UNC The Well:** Being too humble can hurt you
Behavioral Science Toolkit: Impression Management and why are we socially awkward?
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