

# ÖVÜL SEZER

*Curriculum Vitae*  
*September 2021*

Uris Hall  
3022 Broadway  
New York, NY 10027

Management Division  
os2395@columbia.edu  
www.ovulsezer.com

## Academic Employment

- 2021-present      **COLUMBIA UNIVERSITY, COLUMBIA BUSINESS SCHOOL** (New York, NY)  
Visiting Assistant Professor, Management
- 2017-present      **UNIVERSITY OF NORTH CAROLINA** (Chapel Hill, NC)  
Assistant Professor of Organizational Behavior, Kenan-Flagler Business School

## Education

- 2012-2017      **HARVARD UNIVERSITY, HARVARD BUSINESS SCHOOL** (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

## Research Interests

Impression (Mis)Management and its consequences for Inclusion  
Conflict Management and Relationships at work  
Social Cognition

## Journal Publications

- Sezer, O.** (2021). Impression (Mis)Management: When What You Say is not What They Hear, *Current Opinion in Psychology*, Forthcoming
- 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.

Roberts, A., Levine, E. E., & **Sezer, O.** (2020). Hiding Success, *Journal of Personality and Social Psychology*. In press.

Nault, K. Rogers, B., **Sezer, O.**, Klein, N. (2020). Behavioral Insights for Minimizing Loneliness During the COVID-19 Pandemic, *Behavior Science & Policy*. In press.

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.

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.

**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.

Steinmetz, J., **Sezer, O.**, & Sedikides, C. (2017). Impression mismanagement: People as inept self-presenters. *Social and Personality and Social Compass*, 11: e12321.

**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.

**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.

Bazerman, M.H., & **Sezer, O.** (2016). Bounded awareness: Implications for ethical decision making. *Organizational Behavior and Human Decision Processes*, 136, 95-106.

**Sezer, O.**, & Norton, M. I. (2016). Vicarious contagion decreases differentiation – and comes with costs. *Behavior and Brain Sciences*, 39. doi: 10.1017/S0140525X15001508.

**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**

**Sezer, O.**, Prinsloo, E., Brooks, A. W., & Norton M. I. Backhanded compliments: How negative comparison undermines flattery, *under review*.

**Sezer, O.** “What’s in a name?” The ironic consequences of namedropping as a networking behavior, *revise and resubmit*.

Rogers, B., **Sezer, O.**, & Klein, N., Too naïve to be fair: Observing ass-kissing reduces motivation and beliefs in meritocracy, *revise and resubmit*.

Klein, N., Nault, K., & **Sezer, O.** Giving compliments makes people happier than receiving them, *under review*.

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*.

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

## **Projects in Progress**

### **Manuscripts in Preparation**

**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

**Sezer, O.**, Affinito, S., & Staats, B.. “I told you so” effect.

### **Data Collection**

Does everyone have the same license to self-promote? Self-promotion and gender (with Angelica Leigh)

Aversion to relevant information about bias (with Frank Flynn)

The pitfalls in advice in moral domains (with Yochanan Bigman & Kurt Gray)

Feedback for minority groups (with Angelica Leigh)

CV of Failures (with Natalie Croitoru & Dave Hoffman)

Call-backs in conversation (with Hanne Collins, Brad Bitterly, Alison Wood Brooks, Michael Norton & Maurice Schweitzer)

Lay beliefs about being humor (Brad Bitterly & 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)

Do we know how to endorse someone? Recommendation letters  
(with Ayana Younge & Janina Steinmetz)  
The psychology of ghosting (with Yejin Park & Nadav Klein)  
Gratitude-bragging (with Hooria Jazaieri & Mandy O'Neill)  
Self-deprecating humor about being a minority member (with Shawn Quan)

## Management & 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.

## 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

## Invited Talks

- 2021 University of Leeds, Centre for Decision Research.  
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 Well-being 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 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 (SJDM), 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 (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**

#### **Columbia University, Columbia Business School**

- 2021 Negotiations (1 Section, MBA), Fall.

#### **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, Social Event Chair (2021-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)
- Ph. D Project, Job Market Candidate Mentor (2021-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)  
Personality and Social Psychology Bulletin (2021-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?  
**UNC March Newsletter:** Studying how we act—and finding humor along the way

- The Seattle Times:** 5 Career-Damaging Verbal Flubs—and How to Stop Making Them
- Harvard Business Review Turkey:** Business Thought Leaders, Behavioral Science
- Attached Podcast:** A Bridgerton of Success—But Keeping it to Yourself?
- Independent Turkey:** How to make a good impression?
- Greatness Podcast:** Impression (Mis)Management
- 2020 **New York Times:** Some Ideas For Fixing America—Hiding Success
- Psychology Today:** Hiding Success
- L.A Times:** How to celebrate the holidays alone without feeling completely depressed
- Against the Rules Podcast with Michael Lewis**
- Behavioral Science Podcast with Nick Hobson:** Impression (Mis)Management
- Harvard Business Review:** Sarcasm, Self-Depreciation, and Inside Jokes: A User’s Guide to Humor at Work
- Poets and Quants:** Bringing Standup Comedy to the Classroom
- Forbes:** 16 Ways to Promote Handwashing with Behavioral Science
- Harvard Business Review:** It Pays to Be Yourself
- 2019 **Medium:** How to #Humblebrag If You Absolutely Must
- UNC Inside Research Newsletter:** How to Make a Good Impression
- The Washington Post:** What’s the deal with anti-endorsement?
- Forbes:** Rituals Are Good For Couples—and Businesses, Too
- Science and Comedy Podcast:** Here We Are with Shane Mauss.
- Business Insider:** Expert tips to land the job of your dreams.
- I’m Not Joking Podcast:** Humble Bragging with Ovul Sezer.
- Research Insights:** When compliments don’t work
- 2018 **Psychology Today:** The Psychology of Humblebragging
- Harvard Gazette:** Let me compliment you, sort of.
- Economics:** How happy relationships relate to money.
- Monitor on Psych:** Humblebragging.
- The Independent:** Humblebragging makes people like you less than outright boasting.
- Newsweek:** #Blessed: The Humblebrag Makes You Less Likeable, Science Shows.
- CNBC:** How humblebragging could be sabotaging your career.
- CJAB-FM Canada Radio:** How to self-promote.
- 2017 **The Economic Times:** Want people to like you? Avoid these things.
- Pacific Standard:** Humblebragging Just Makes You Look Like a Fraud.
- Psychology Today:** Want to Make a Good Impression? Don’t Do These 4 Things.
- Reader’s Digest:** This is the Real Reason Your Friend Always Humblebrags.
- Boston Public Radio:** Why Do We Give Each Other Backhanded Compliments.
- Fast Company:** The emotionally intelligent startup’s guide to bragging.

- 2016 **Financial Times:** Why family traditions make for happy holidays.  
**Scientific American Mind:** Family Traditions Boost Happiness.  
**The Wall Street Journal:** How to Get More out of Office Conversations.  
**Harvard Business Review:** What We Miss When We Judge a Decision by the Outcome.
- 2015 **The Wall Street Journal:** The Case for Humble Executives.  
**Fast Company:** The emotionally intelligent startup's guide to bragging.  
**Washington Post:** The rise of humblebragging, the best way to make people not like you.  
**The Huffington Post:** Research Confirms That Humblebragging Doesn't Work.  
**Boston Globe:** Humblebragging: You want to, but you shouldn't.  
**Boston Magazine:** Humblebragging is Useless, So Maybe Just Regular-Brag Instead.  
**Vox:** The humblebrag is a useless waste of time.  
**Big Think:** Self-Promoters should avoid humblebragging—It's insincere.  
**Business Insider:** Why you should never humblebrag in a job interview.  
**Fortune:** Humblebragging Doesn't Work.  
**ABC News:** People hate humblebraggers  
**The Guardian:** Don't be a humblebragger, just have a good-old fashioned boast.