

Jackson G. Lu

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Academic Position

Massachusetts Institute of Technology, Sloan School of Management

Assistant Professor of Work and Organization Studies

2018 - Present

Education

Columbia University, Columbia Business School

Ph.D. in Management

2018

Williams College

B.A. in Japanese, Mathematics, Psychology (*summa cum laude*, *Phi Beta Kappa*)

2013

Waseda University, School of International Liberal Studies

Fall 2010

Research Interests

Culture, Diversity, Creativity, Ethics

Journal Publications (*denotes equal authorship)

1. Akinola, M., Page-Gould, E., Mehta P., & **Lu, J.G.** (2016). Collective hormonal profiles predict group performance. *Proceedings of the National Academy of Sciences*, 113(35), 9774–9779. {diversity}
2. **Lu, J.G.**, Quoidbach, J., Gino, F., Chakroff, A., Maddux, W.W., & Galinsky, A.D. (2017). The dark side of going abroad: How broad foreign experiences increase immoral behavior. *Journal of Personality and Social Psychology*, 112(1), 1–16. [Lead article] {culture}{diversity}{ethics}
3. **Lu, J.G.**, Brockner, J., Vardi, Y., & Weitz, E. (2017). The dark side of experiencing job autonomy: Unethical behavior. *Journal of Experimental Social Psychology*, 73, 222–234. {creativity}{ethics}
4. **Lu, J.G.***, Hafenbrack, A.C.*, Eastwick, P.W., Wang, D.J., Maddux, W.W., & Galinsky, A.D. (2017). “Going Out” of the box: Close intercultural friendships and romantic relationships spark creativity, workplace innovation, and entrepreneurship. *Journal of Applied Psychology*, 102(7), 1091–1108. {creativity}{culture}{diversity}
5. **Lu, J.G.**, Akinola, M., & Mason, M.F. (2017). “Switch On” creativity: Task switching can increase creativity by reducing cognitive fixation. *Organizational Behavior and Human Decision Processes*, 139, 63–75. {creativity}

6. Wallen, A.S., Morris, M.W., Devine, B.A., & **Lu, J.G.** (2017). Understanding the MBA gender gap: Women respond to gender norms by reducing public assertiveness but not private effort. *Personality and Social Psychology Bulletin*, 43(8), 1150–1170. {culture}{diversity}
7. Wei, W. *, **Lu, J.G.** *, Galinsky, A.D., Wu, H., Gosling, S.D., Rentfrow, P.J., Yuan, W., Zhang, Q., Guo, Y., Zhang, M., Gui, W., Guo, X.Y., Potter, J., Wang, J., Li, B., Li, X., Han, Y.M., Lv, M., Guo, X.Q., Choe, Y., Lin, W., Yu, K., Bai, Q., Shang, Z., Han, Y., & Wang, L. (2017). Regional ambient temperature is associated with human personality. *Nature: Human Behaviour*, 1, 890–895. {cultural ecology}
8. Adam, H., Obodaru, O., **Lu, J.G.**, Maddux, W.W., & Galinsky, A.D. (2018). The shortest path to oneself leads around the world: Living abroad increases self-concept clarity. *Organizational Behavior and Human Decision Processes*, 145, 16–29. {culture}
9. Hirsh, J.B., **Lu, J.G.**, & Galinsky, A.D. (2018). Moral Utility Theory: Understanding the motivation to behave (un)ethically. *Research in Organizational Behavior*, 38, 43–59. {ethics}
10. **Lu, J.G.**, Lee, J.J., Gino, F., & Galinsky, A.D. (2018). Polluted morality: Air pollution predicts criminal activity and unethical behavior. *Psychological Science*, 29(3), 340–355. {cultural ecology}{ethics}
11. Akinola, M., Kapadia, C., **Lu, J.G.**, & Mason, M.F. (forthcoming). Incorporating physiology into creativity research and practice: The effects of bodily stress responses on creativity in organizations. *Academy of Management Perspectives*. {creativity}

Book Chapters

1. **Lu, J.G.**, Martin, A., Usova, A., & Galinsky, A.D. (2019). Creativity and humor across cultures: Where Aha meets Haha. In S.R. Luria, J. Baer, & J.C. Kaufman (Eds.), *Creativity and humor* (pp. 183–203). San Diego, CA: Academic Press. {creativity}{culture}{diversity}
2. **Lu, J.G.**, Zhang, T., Rucker, D.D., & Galinsky, A.D. (2018). On the distinction between unethical and selfish behavior. In K. Gray & J. Graham (Eds.), *Atlas of moral psychology: Mapping good and evil in the mind* (pp. 465–474). New York, NY: Guilford Press. {ethics}

Practitioner Publications

1. **Lu, J.G.**, Akinola, M., & Mason, M.F. (2019). Switching On Creativity. *Rotman Management*. ❖ Activando la creatividad. *Harvard Deusto Business Review*. [Lead article in Spanish]
2. Adam, H., Obodaru, O., **Lu, J.G.**, Maddux, W.W., & Galinsky, A.D. (2018). How living abroad helps you develop a clearer sense of self. *Harvard Business Review*.

3. **Lu, J.G.**, Lee, J.J., Gino, F., & Galinsky, A.D. (2018). Darker skies, darker behaviors. *Scientific American*.
4. **Lu, J.G.** (2017). How deep multicultural experiences inspire creativity. *Tsinghua Business Review*. [in Chinese]
5. **Lu, J.G.**, Akinola, M., & Mason, M.F. (2017). To be more creative, schedule your breaks. *Harvard Business Review*.

Selected Teaching Experiences

Power and Negotiation (MBA), MIT Sloan

Fall 2018 Section A (66 students): **4.9/ 5.0**

Fall 2018 Section B (74 students): **4.9/ 5.0**

Professional Development Workshop (PDW), Academy of Management Annual Meeting 2017

○ *Scraping “Big Data” with Your Laptop: A Hands-On Introduction (2 hours)*

This interactive PDW demonstrates how to scrape “big data” from the Internet. After providing an overview of the data scraping process (i.e., the automated identification and collection of information from webpages), we will work with PDW attendees through several hands-on exercises. As an introduction to the key programming commands, our first exercise will scrape online PDF documents. After this warm-up, we will work together to develop the techniques for scraping both quantitative and qualitative data (e.g., the weather data of all U.S. ZIP codes).

R Package

Lu, J.G., Page-Gould, E., & Xu, N.R. (2017). **MicroMacroMultilevel**

This *R* package is useful because in most micro-macro multilevel modeling—where individual-level explanatory variables are used to predict a group-level outcome variable (e.g., Akinola, Page-Gould, Mehta, & Lu, 2016)—it is **statistically biased** to regress the group-level outcome variable on the *unadjusted* group means of individual-level explanatory variables (Croon & van Veldhoven, 2007).

Reference manual: <https://cran.r-project.org/web/packages/MicroMacroMultilevel/>

Talks and Panels

2019

Academy of Management Annual Meeting (Panelist)

Boston College, Carroll School of Management

Massachusetts Institute of Technology, Sloan School of Management (Behavioral Lab)

Harvard University, Harvard Business School (PON Lab)

Society for Personality and Social Psychology

2018

Peking University, Guanghua School of Management

Academy of Management Annual Meeting (Panelist)

Columbia University, Center on Japanese Economy and Business

2017

INSEAD (Fontainebleau)

Harvard University, Harvard Business School
Stanford University, Graduate School of Business
Massachusetts Institute of Technology, Sloan School of Management
Cornell University, SC Johnson College of Business
Duke University, Fuqua School of Business
Peking University, Guanghua School of Management
Hong Kong University of Science and Technology, School of Business and Management
Singapore Management University, Lee Kong Chian School of Business
Nanyang Technological University, Nanyang Business School
London Business School
University of Notre Dame, Mendoza College of Business
University of Illinois at Urbana-Champaign, School of Labor and Employment Relations
University of Texas at Austin, McCombs School of Business

2016

Unilever, New York

2015

Unilever, New York

Columbia University, Center on Japanese Economy and Business

Chaired Symposia and Workshops

Lu, J.G., & Kakkar, H. (2017). Scraping “big data” with laptop: A hands-on introduction. *Academy of Management Annual Meeting*. [Professional Development Workshop]

Jachimowicz, J.M., & **Lu, J.G.** (2017). Consequences, perceptions, and pursuit of work passion. *Academy of Management Annual Meeting*. [Discussant: Xiao-Ping Chen]

Selected Conference Presentations

Lu, J.G., Liu X., Liao, H., Galinsky, A.D., & Wang, L. (August 2019). Astrological stereotypes and discrimination in China. *Academy of Management Annual Meeting*, Boston, MA.

Lu, J.G., Swaab, R.I., Maddux, W.W., & Galinsky, A.D. (August 2019). Leader international experiences influence the success of multinational teams. *Academy of Management Annual Meeting*, Boston, MA.

Liu X.*, Lu, J.G.*, Zhang, H.*, & Cai, Y. (August 2019). Helping the organization but harming yourself: How and when unethical pro-organizational behavior increases work-to-nonwork conflict. *Academy of Management Annual Meeting*, Boston, MA.

Lu, J.G., Liu X., Liao, H., Galinsky, A.D., & Wang, L. (July 2019). Astrological stereotypes and discrimination in China. *International Association for Conflict Management*, Dublin, Ireland.

Liu X.*, Lu, J.G.*, Zhang, H.*, & Cai, Y. (July 2019). Helping the organization but harming yourself: How and when unethical pro-organizational behavior increases work-to-nonwork conflict. *International Association for Conflict Management*, Dublin, Ireland.

Lu, J.G., Lee, J.J., Gino F., & Galinsky, A.D. (February 2019). Polluted morality: The effects of air pollution on morality. *Society for Personality and Social Psychology*, Portland, OR.

Wang, D.J.*, Lu, J.G.*, & Iyengar, S.S. (August 2018). How internal group networks affect consensus about cultural objects: Results from laboratory and field experiments. *American Sociological Association*, Philadelphia, PA.

- Lu, J.G., Bivolaru, E., Maddux, W.W., & Galinsky, A.D. (July 2018). Building the Tower of Babel: How and when international experiences foster leadership effectiveness. *International Association for Conflict Management*, Philadelphia, PA.
- Wei, W. *, Lu, J.G. *, et al. (March 2018). A temperature clemency theory of personality. *Society for Personality and Social Psychology*, Atlanta, GA.
- Lu, J.G. (August 2017). Passionate employees are less likely to misbehave at work. *Academy of Management Annual Meeting*, Atlanta, GA.
- Akinola, M., Lu, J.G., Mason, M.F., & Crum, A.J. (August 2017). Incorporating physiology into creativity research and practice: The effects of bodily stress responses on creativity and well-being in organizations. *Academy of Management Annual Meeting*, Atlanta, GA.
- Lu, J.G., Lee, J.J., Gino F., & Galinsky, A.D. (July 2017). Polluted morality: Air pollution predicts criminal activity and unethical behavior. *International Association for Conflict Management*, Berlin, Germany.
- Lu, J.G., Lee, J.J., Gino F., & Galinsky, A.D. (May 2017). Polluted morality: Air pollution predicts criminal activity and unethical behavior. *Trans-Atlantic Doctoral Conference*, London, UK.
- Lu, J.G., Akinola, M., & Mason, M.F. (August 2016). “Switching On” creativity: Task switching increases creativity by reducing cognitive fixation. *Academy of Management Annual Meeting*, Anaheim, CA.
- Lu, J.G., Brockner, J., Vardi, Y., & Weitz, E. (August 2016). The dark side of job autonomy: Unethical behavior. *Academy of Management Annual Meeting*, Anaheim, CA.
- Lu, J.G., Hafenbrack, A.C., Maddux, W.W., Eastwick, P.W., & Galinsky, A.D. (August 2016). “Going Out” of the Box: Depth of intercultural relationships predicts creativity, workplace innovation, and entrepreneurship. *Academy of Management Annual Meeting*, Anaheim, CA.
- Savani, K., Morris, M.W., Fincher, K., Lu, J.G., & Kaufman S.B. (August 2016). A novel predictor of intercultural learning: Implicit learning ability. *Academy of Management Annual Meeting*, Anaheim, CA.
- Wallen, A.S., Morris, M.W., Devine, B.A., & Lu, J.G., (April 2016). Gender norms and performance among elite business schools. *Society for Industrial and Organizational Psychology*, Anaheim, CA.
- Lu, J.G., Hafenbrack, A.C., Maddux, W.W., Eastwick, P.W., & Galinsky, A.D. (January 2016). “Going Out” of the box: Intercultural dating sparks creativity. *Society for Personality and Social Psychology*, San Diego, CA.
- Lu, J.G., Galinsky, A.D., & Maddux, W.W. (August 2015). The dark side of going abroad: How broad foreign experiences increase immoral behavior. *Academy of Management Annual Meeting*, Vancouver, BC.

Service

Ad Hoc Reviewer

Journal of Cross-Cultural Psychology; Journal of Environmental Psychology; Journal of Experimental Psychology: General; Journal of Experimental Social Psychology; Journal of Personality and Social Psychology; Organizational Behavior and Human Decision Processes; Personality and Social Psychology Bulletin; Psychological Science; Academy of Management Annual Meeting; International Association for Conflict Management; Society for Personality and Social Psychology

PhD Student Representative, Management Department, Columbia Business School 2016 - 2017

Awards, Grants, & Honors

- SITE Best-Paper Award in Innovation Management, 2nd place (€1,000) 2017
- OB Division Doctoral Consortium Nominee, Academy of Management Annual Meeting 2017
- AC⁴ Fellowship, International Association for Conflict Management (\$2,000) 2017
- Chazen Institute of Global Business Research Award (\$5,000) 2017
- Deming Doctoral Fellowship, Columbia University (\$10,000) 2016
- Academy of Management Best Symposium Award, OB Division (presenter) 2016
- Academy of Management Best Paper Proceedings 2016
- Diversity Fund Graduate Travel Award, Society for Personality and Social Psychology 2016
- Graduate Travel Award, Society for Personality and Social Psychology 2016
- Behavioral Research Lab Fellowship, Columbia University 2015
- Research on Leadership Grant, Columbia University (\$4,427.80) 2015
- Experimental Laboratory in the Social Science Grant, Columbia University (\$1,000) 2015
- Doctoral Fellow, Center on Japanese Economy and Business, Columbia University 2013 - 2018
- Up with People (UWP) Scholarship (\$8,500) 2011
6-month world travel with UWP, a global education program of music and volunteerism
- Phi Beta Kappa (*inducted junior year*), National Academic Honor Society 2011
- Tompkins Award for Achievement in Japanese, Williams College (\$3,000) 2011
- Linen Grant, Williams College (\$7,600) 2010
- HSBC Scholarship 2007

Selected Media Coverage

The Boston Globe, The British Broadcasting Corporation (BBC), The British Psychological Society, Business Insider, The Columbia Broadcasting System (CBS), The Daily Mail, The Economist, The Financial Times, Forbes, The Guardian, Harper's Magazine, Harvard Business Review, The Huffington Post, The Independent, National Affairs, The National Broadcasting Company (NBC), National Public Radio (NPR), New York Magazine, Pacific Standard, The Psychologist, Psychology Today, Quartz, Scientific American, Slate, The Telegraph, The Sunday Times, The Times of India, U.S. News, The Vancouver Sun, Vice, The Washington Post, The Week, The World Economic Forum, Xinhua News, Yahoo, El Ciudadano (Chilean), Jijitang (Chinese), Management Insights (Chinese), Sohu (Chinese), Helsingin Sanomat (Finnish), 20 Minuten (German), Die Welt (German), Spektrum der Wissenschaft (German), To Vima (Greek), The Economic Times (Indian), Le Scienze (Italian), Seoul Broadcasting System (Korean), Heute (Swiss), Jornal Económico (Portuguese), La Nación (Spanish), La Vanguardia (Spanish), Наука и жизнь (Russian), газета (Russian).

Computer Languages

- Proficient in Linux (data scraping), R, SPSS, STATA
- Familiar with Gephi, Mplus, MySQL, Python, QGIS (Geographic Information Systems)

Human Languages

Fluent in Chinese, English, & Japanese; intermediate in French & Spanish