

# Jackson G. Lu

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## Academic Positions

### Massachusetts Institute of Technology, Sloan School of Management

<i>Sloan School Career Development Associate Professor</i>	2022 - Present
Associate Professor (tenured in 2023), Work and Organization Studies	2022 - Present
<i>Mitsui Career Development Assistant Professor</i>	2019 - 2022
Assistant Professor, Work and Organization Studies	2018 - 2022

## Editorial Positions

Associate Editor, <i>Journal of Personality and Social Psychology</i>	2024 - Present
Senior Editor, <i>Organization Science</i>	2023 - Present
Guest Editor, <i>RSF: The Russell Sage Foundation Journal of the Social Sciences</i>	2023 - Present
- Special issue on “Asians in America” (co-edited with <a href="#">Jennifer Lee</a> , <a href="#">Kimberly Goyette</a> , <a href="#">Xi Song</a> , & <a href="#">Yu Xie</a> )	
Senior Editor, <i>Management and Organization Review</i>	2021 - Present
- A leading journal on China and other transforming economies (9% acceptance rate)	
- Best Senior Editor Award (2022, 2023)	
Editorial Board, <i>Psychological Science</i>	2024 - Present
Editorial Board, <i>Personnel Psychology</i>	2023 - Present

## Education

### Columbia University, Columbia Business School

Ph.D. in Management (Organizational Behavior)	2018
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### Williams College

B.A. in Japanese, Mathematics, Psychology ( <i>summa cum laude</i> , <i>Phi Beta Kappa</i> )	2013
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### Waseda University, School of International Liberal Studies

Semester abroad	Fall 2010
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## Research Interests

**Primary interests:** Culture & Diversity, Bamboo Ceiling, Multicultural Experiences

**Secondary interests:** Creativity, Ethics

## Publications by Topic (\* equal authorship; † student or postdoc when project started)

1. **Lu, J.G.** (2024). A creativity stereotype perspective on the Bamboo Ceiling: Low perceived creativity explains the underrepresentation of East Asian leaders in the United States. *Journal of Applied Psychology*
  - Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management*

2. **Lu, J.G.** (2023). Asians don't ask? Relational concerns, negotiation propensity, and starting salaries. *Journal of Applied Psychology*
  - Best Conference Paper Award, *International Association for Conflict Management*  
{Bamboo Ceiling}{culture}{diversity}
3. **Lu, J.G.**, Nisbett, R.E., & Morris, M.W. (2022). The surprising underperformance of East Asians in US law and business schools: The liability of low assertiveness and the ameliorative potential of online classrooms. *Proceedings of the National Academy of Sciences*
  - Best Paper in Graduate Management Education, MED Division, *Academy of Management*
  - Best Paper Proceedings, *Academy of Management*
  - Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management*  
{Bamboo Ceiling}{culture}{diversity}
4. **Lu, J.G.** (2022). A social network perspective on the Bamboo Ceiling: Ethnic homophily explains why East Asians but not South Asians are underrepresented in leadership in multiethnic environments. *Journal of Personality and Social Psychology*
  - Feature article in *JPSP's* Innovations in Social Psychology section
  - Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management*
  - Finalist, The Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition, Managerial and Organizational Cognition Division, *Academy of Management*  
{Bamboo Ceiling}{culture}{diversity}
5. **Lu, J.G.**, Nisbett, R.E., & Morris, M.W. (2020). The Bamboo Ceiling: Why East Asians but not South Asians are underrepresented in leadership positions in the United States. *Proceedings of the National Academy of Sciences*
  - Finalist, Responsible Research in Management Award, selected by AOM Fellows
  - Feature article in *Observer*, Association for Psychological Science  
{Bamboo Ceiling}{culture}{diversity}
6. Eastwick, P.W., Sparks, J., Finkel, E.J., Meza, E.M., ..., **Lu, J.G.**, ... Coles, N.A. (provisionally accepted). A worldwide test of the predictive validity of ideal partner preference-matching. *Journal of Personality and Social Psychology*  
{culture}{diversity}{global}
7. Vlasceanu, M., Doell, K.C., Bak-Coleman, J.B., Todorova, B., ..., **Lu, J.G.**, ... Van Bavel, J.J. (2024). Addressing climate change with behavioral science: A global intervention tournament in 63 countries. *Science Advances*
  - Publication Award for Innovation in Behavioral Policy, *Behavioral Science & Policy Association*  
{culture}{global}
8. Scharbert, J., Humberg, S., Kroencke, L., Reiter, T., ..., **Lu, J.G.**, ... Back, M.D. (2024). Psychological well-being in Europe after the outbreak of war in Ukraine. *Nature Communications*  
{global}
9. **Lu, J.G.** (2023). Cultural differences in humor: A systematic review and critique. *Current Opinion in Psychology* [invited contribution]  
{culture}{diversity}

10. **Lu, J.G.**, Benet-Martínez, V., & Wang, L.C.<sup>†</sup> (2023). A socioecological-genetic framework of culture and personality: Their roots, trends, and interplay. *Annual Review of Psychology*  
{culture}
  
11. **Lu, J.G.** (2023). Two large-scale global studies on COVID-19 vaccine hesitancy over time: Culture, uncertainty avoidance, and vaccine side-effect concerns. *Journal of Personality and Social Psychology*  
 - Feature article in *Editor's Choice*  
{culture}{global}
  
12. **Lu, J.G.\***, Song, L.L.\*<sup>†</sup>, Zheng, Y., & Wang, L.C.<sup>†</sup> (2022). Masks as a moral symbol: Masks reduce wearers' deviant behavior in China during COVID-19. *Proceedings of the National Academy of Sciences*  
 - Feature article in *Science*  
{culture}{ethics}
  
13. Bago, B., Kovacs, M., Protzko, J., Nagy, T., ..., **Lu, J.G.**, ... Aczel, B. (2022). Situational factors shape moral judgements in the trolley dilemma in Eastern, Southern, and Western countries in a culturally diverse sample. *Nature Human Behaviour*  
{culture}{diversity}{ethics}{global}
  
14. Savani, K., Morris, M.W., Fincher, K.\*, **Lu, J.G.\***, & Kaufman, S.B. (2022). Experiential learning of cultural norms: The role of implicit and explicit aptitudes. *Journal of Personality and Social Psychology*  
{culture}{diversity}
  
15. Legate, N., Ngyuen, T., Weinstein, N., Moller, A., ..., **Lu, J.G.**, ... Primbs, M.A. (2022). A global experiment on motivating social distancing during the COVID-19 pandemic. *Proceedings of the National Academy of Sciences*  
{global}
  
16. **Lu, J.G.**, Jin, P.<sup>†</sup>, & English, A.S.<sup>†</sup> (2021). Collectivism predicts mask use during COVID-19. *Proceedings of the National Academy of Sciences*  
{culture}{global}
  
17. Jones, B.C., DeBruine, L.M., Flake, J.K., Liuzza, M.T., ..., **Lu, J.G.**, ... Coles, N.A. (2021). To which world regions does the valence-dominance model of social perception apply? *Nature Human Behaviour*  
{culture}{global}
  
18. **Lu, J.G.**, Liu, X.L.<sup>†</sup>, Liao, H., & Wang, L. (2020). Disentangling stereotypes from social reality: Astrological stereotypes and discrimination in China. *Journal of Personality and Social Psychology*  
{culture}
  
19. **Lu, J.G.**, Swaab, R.I., & Galinsky, A.D. (2022). Global leaders for global teams: Leaders with multicultural experiences communicate and lead more effectively, especially in multinational teams. *Organization Science*  
 - Alvah H. Chapman Jr. Outstanding Dissertation Award, *Academy of Management*

- Deming Doctoral Fellowship
  - Chazen Institute for Global Business Research Award
  - Outstanding Publication Award, *International Association for Conflict Management*  
{multicultural experiences}{diversity}
20. Maddux, W.W., **Lu, J.G.**, Affinito, S.<sup>†</sup>, & Galinsky, A.D. (2021). Multicultural experiences: A systematic review and new theoretical framework. *Academy of Management Annals*
- Most cited *Academy of Management Annals* paper in 2021
  - Best Paper Award, *Academy of Management Annals*
  - Outstanding Publication Award, *International Association for Conflict Management*  
{multicultural experiences}{diversity}
21. 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*  
{multicultural experiences}{diversity}
22. **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*
- Conceptual replications by other researchers:
    - o <https://doi.org/10.1080/13683500.2022.2122784>
    - o <https://doi.org/10.1080/14790718.2022.2144868>
- {multicultural experiences}{diversity}{ethics}
23. **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*
- Runner-up, SITE Best-Paper Award in Innovation Management
  - Best Paper Proceedings, *Academy of Management*  
{multicultural experiences}{diversity}{creativity}
24. **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*  
{creativity}
25. 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*  
{cultural-ecological psychology}
26. **Lu, J.G.** (2020). Air pollution: A systematic review of its psychological, economic, and social effects. *Current Opinion in Psychology* [invited contribution]
- Featured as one of the “most cited” papers on *Current Opinion in Psychology*’s homepage  
{cultural-ecological psychology}
27. **Lu, J.G.**, Lee, J.J., Gino, F., & Galinsky, A.D. (2020). Air pollution, state anxiety, and unethical behavior: A meta-analytic review. *Psychological Science*

{cultural-ecological psychology}{ethics}

28. Gong, S.\* , **Lu, J.G.\***, Schaubroeck, J.M., Li, Q., Zhou, Q., & Qian, X. (2020). Polluted psyche: Is the effect of air pollution on unethical behavior more physiological or psychological? *Psychological Science*  
{cultural-ecological psychology}{ethics}
29. **Lu, J.G.**, Lee, J.J., Gino, F., & Galinsky, A.D. (2018). Polluted morality: Air pollution predicts criminal activity and unethical behavior. *Psychological Science*  
- Conceptual replications by other researchers:  
o <https://doi.org/10.1086/707127>  
o <https://doi.org/10.1016/j.jeem.2023.102887>  
o <https://doi.org/10.1108/MEQ-08-2022-0235>  
o <https://doi.org/10.1080/21606544.2019.1630014>  
o <https://doi.org/10.1257/app.20190091>  
o <https://doi.org/10.1016/j.strueco.2021.04.006>  
o <https://doi.org/10.1016/j.obhdp.2017.02.002>  
o <https://doi.org/10.1177/0956797620943835>  
o <https://doi.org/10.1007/s10551-021-04762-y>  
o <https://doi.org/10.3724/SP.J.1041.2020.00909>  
o <https://doi.org/10.1007/s10802-017-0367-5>  
o <https://dx.doi.org/10.2139/ssrn.3978196>  
{cultural-ecological psychology}{ethics}
30. Arechar, A.A., Allen, J.†, Berinsky, A.J., Cole, R., ..., **Lu, J.G.**, ... Rand, D. (2023). Understanding and combatting misinformation across 16 countries on six continents. *Nature Human Behaviour*  
{culture}{ethics}
31. Pennycook, G., McPhetres, J.†, Zhang, Y.†, **Lu, J.G.**, & Rand, D.G. (2020). Fighting COVID-19 misinformation on social media: Experimental evidence for a scalable accuracy-nudge intervention. *Psychological Science*  
- Featured as one of the “most read”/“most cited” papers on *Psychological Science*’s homepage  
{ethics}
32. Liu, X.L.\* †, **Lu, J.G.\***, Zhang, H., & Cai, Y. (2021). Helping the organization but hurting yourself: How employees’ unethical pro-organizational behavior predicts work-to-life conflict. *Organizational Behavior and Human Decision Processes*  
{ethics}
33. Hirsh, J.B., **Lu, J.G.**, & Galinsky, A.D. (2018). Moral Utility Theory: Understanding the motivation to behave (un)ethically. *Research in Organizational Behavior*  
{ethics}
34. **Lu, J.G.**, Brockner, J., Vardi, Y., & Weitz. E. (2017). The dark side of experiencing job autonomy: Unethical behavior. *Journal of Experimental Social Psychology*  
- Part of Best Symposium Award, Organizational Behavior Division, *Academy of Management*  
{ethics}

35. 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*

{diversity}

36. Akinola, M., Page-Gould, E., Mehta P., & **Lu, J.G.** (2016). Collective hormonal profiles predict group performance. *Proceedings of the National Academy of Sciences*

## Book Chapters

37. **Lu, J.G.**, Martin, A.E., 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}{diversity}{culture}

38. **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* ❖ Reprinted in *Harvard Business Review OnPoint* (Spring 2019)

## 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/>

## Selected Teaching Experiences

**MIT Sloan School of Management:**

15.665 Power and Negotiation (MBA, Lecturer)

2018 - Present

15.002 Leadership Challenges for an Inclusive World (MBA, Lecturer) 2023  
 15.341 Individuals, Groups, and Organizations (PhD, Guest Lecturer) 2022, 2023  
 15.S03 Leading the Way: Perspectives on Advancing Equity & Inclusion (MBA, Guest Lecturer) 2022

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).

## **Invited Talks and Panels**

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### 2024

University of Michigan, Ross School of Business  
 Society for Personality and Social Psychology  
 Georgia Institute of Technology, Georgia Tech Global Business Forum  
 Academy of Management: DEI Doctoral Student Consortium (panelist)

### 2023

University of Pennsylvania, Wharton School  
 Duke University, Fuqua School of Business  
 Keio University, Department of Policy Management  
 Georgia Institute of Technology, Scheller College of Business  
 Columbia University, Center on Japanese Economy and Business  
 MIT Sloan Visiting Committee  
 International Association of Conflict Management, Virtual Seminar Series  
 Fudan University, School of Management  
 Asian Association of Social Psychology, Distinguished Seminar Series  
 Research Seminar, International Association for Chinese Management Research  
 Ascend Midwest Annual Conference (keynote)  
 Ingredion (keynote)  
 Beijing Foreign Studies University, International Business School  
 Chinese Management Scholars Community, Junior Faculty Consortium  
 Young Scholar Development Seminar, International Association for Chinese Management Research  
 University of Michigan, Department of Psychology  
 University of Wisconsin–Madison, School of Business  
 Google

### 2022

University of Chicago, Booth School of Business  
 Ohio State University, Fisher College of Business  
 Harvard University, Harvard Kennedy School  
 Hong Kong Baptist University, School of Business  
 Tsinghua University, School of Economics and Management  
 International Association for Cross-Cultural Psychology & Chinese Psychological Society (keynote)  
 Academy of Management: Research and Reality of Asians in Academia, Business, & Society (panelist)

Academy of Management: Conflict Management Division Junior Faculty Consortium (panelist)  
Academy of Management: A Research Incubator with NLS Award Winners (panelist)  
MIT Sloan Executive Boards  
MIT Sloan, Leading the Way: Perspectives on Advancing Equity and Inclusion  
London School of Economics and Political Science  
Asia School of Business  
Educational Testing Service  
Modern Health  
Boston Consulting Group

## 2021

Northwestern University, Kellogg School of Management  
International Conference on Cultural Psychology, Chinese Psychological Society (keynote)  
MIT Sloan, Technological Innovation, Entrepreneurship, & Strategic Management  
Hong Kong Polytechnic University, Department of Management & Marketing  
Columbia University, Research Seminar in Quantitative Methods in the Social Sciences  
University of Toronto, Center of Industrial Relations and Human Resources  
University of Exeter, Department of Psychology  
MIT Sloan, Institute for Work and Employment Research  
Association for Psychological Science, the Psychological Science of Racism: Expert Panel  
Chinese University of Hong Kong Business School, Global Business Studies Seminar  
Chinese Psychological Society  
Society for Personality and Social Psychology  
MIT Sloan, China Seminar  
University of California, Riverside, Department of Psychology

## 2020

University of Cambridge, Geographical Psychology Seminar  
Chinese Psychological Society  
MIT, Explorations in Management Seminar  
University of Maryland, Robert H. Smith School of Business  
Florida International University, The Leadership Research Colloquium  
Society for Personality and Social Psychology  
Columbia University, Center on Japanese Economy and Business  
Georgetown University, McDonough School of Business  
Boston Consulting Group  
Google

## 2019

Harvard University, Harvard Law School, Program on Negotiation Research Lab  
MIT, Department of Urban Studies and Planning  
University of Illinois at Urbana-Champaign, Gies College of Business  
The 11<sup>th</sup> China-India Insights Conference  
Harvard University, Behavioral Insights Group Doctoral Workshop (panelist)  
Academy of Management: “Acing the job talk” (panelist)  
Boston College, Carroll School of Management  
Society for Personality and Social Psychology

## 2018



Peking University, Guanghua School of Management  
Academy of Management: “Halfway there, but now what?” (panelist)  
Columbia University, Center on Japanese Economy and Business  
Unilever

2017

INSEAD (Fontainebleau)  
Harvard University, Harvard Business School  
Stanford University, Graduate School of Business  
MIT, 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

## **Selected Conference Presentations**

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**Lu, J.G.** A creativity stereotype perspective on the Bamboo Ceiling: Low perceived creativity explains the underrepresentation of East Asian leaders in the United States.

- Academy of Management, 2024
- Society for Personality and Social Psychology, 2024
- International Association for Chinese Management Research, 2023

**Lu, J.G. & Zhao, M.<sup>†</sup>** Breaking the Bamboo Ceiling and empowering Asians’ leadership advancement with debate training: A preregistered, 18-month longitudinal field experiment.

- Academy of Management, 2023
- Society for Personality and Social Psychology, 2023
- International Association for Conflict Management, 2023
- International Association for Chinese Management Research, 2023
- Columbia University, CBS-MGMT Research Conference, 2023

**Lu, J.G.\***, Song, L.L.\*<sup>†</sup>, Zheng, Y., & Wang, L.C.<sup>†</sup> (2022). Masks as a moral symbol: Masks reduce wearers’ deviant behavior in China during COVID-19.

- Society for Personality and Social Psychology, 2023

**Lu, J.G.** A social network perspective on the Bamboo Ceiling: Ethnic homophily explains why East Asians but not South Asians are underrepresented in leadership in multiethnic environments.

- Society for Personality and Social Psychology, 2022
- Culture Connect Conference, 2022
- Academy of Management, 2021
- International Association for Conflict Management, 2021

**Lu, J.G.** Asians don’t ask? Relational concerns, negotiation propensity, and starting salaries.

- International Association for Conflict Management, 2022
  - Academy of Management, 2021
- Lu, J.G.,** Nisbett, R.E., & Morris, M.W. The Bamboo Ceiling in GPA: The surprising underperformance of East Asians (but not South Asians) in US law and business schools.
- Academy of Management, 2022
  - International Association for Conflict Management, 2022
  - Society for Personality and Social Psychology, 2021
- Lu, J.G.,** Jin, P.<sup>†</sup>, & English, A.S.<sup>†</sup> Collectivism predicts mask use during COVID-19.
- Society for Personality and Social Psychology, 2022
- Lu, J.G.** Cultural diversity stimulates entrepreneurship: Evidence from two large-scale quasi-experiments.
- Academy of Management, 2021
  - Culture Connect Conference, 2021
- Lu, J.G.,** Liu, X.L.<sup>†</sup>, Liao, H., & Wang, L. Disentangling stereotypes from social reality: Astrological stereotypes and discrimination in China.
- Society for Personality and Social Psychology, 2021
  - Academy of Management, 2019
  - International Association for Conflict Management, 2019
- Lu, J.G.,** Nisbett, R.E., & Morris, M.W. The Bamboo Ceiling: Are Asians under-represented in leadership positions in the United States?
- Academy of Management, 2020
  - International Association for Conflict Management, 2020
- Liu, X.L.<sup>†</sup>, Zhang, H., & **Lu, J.G.** Paved with good intentions: Self-regulation breakdown after altruistic ethical transgressions.
- Academy of Management, 2020
- Liu, X.L.\*<sup>†</sup>, **Lu, J.G.\***, Zhang, H., & Cai, Y. Helping the organization but hurting yourself: How employees' unethical pro-organizational behavior predicts work-to-life conflict.
- Academy of Management, 2019
  - International Association for Conflict Management, 2019
- Lu, J.G.,** Swaab, R.I., & Galinsky, A.D. Global leaders for global teams: Leaders with multicultural experiences communicate and lead more effectively, especially for multinational teams.
- Academy of Management, 2019
  - International Association for Conflict Management, 2018
- Wang, D.J., **Lu, J.G.**, & Iyengar, S.S. How internal group networks affect consensus about cultural objects: Results from laboratory and field experiments.
- American Sociological Association, 2018
- Lu, J.G.,** Lee, J.J., Gino, F., & Galinsky, A.D. Polluted morality: Air pollution predicts criminal activity and unethical behavior.
- Society for Personality and Social Psychology, 2019

- International Association for Conflict Management, 2017

Wei, W.\* , **Lu, J.G.\***, et al. Regional ambient temperature is associated with human personality.

- Society for Personality and Social Psychology, 2018

Akinola, M., **Lu, J.G.**, Mason, M.F., & Crum, A.J. Incorporating physiology into creativity research and practice: The effects of bodily stress responses on creativity in organizations.

- Academy of Management, 2017

**Lu, J.G.** Passionate employees are less likely to misbehave at work.

- Academy of Management, 2017

**Lu, J.G.**, Brockner, J., Vardi, Y., & Weitz. E. The dark side of experiencing job autonomy: Unethical behavior.

- Academy of Management, 2016

**Lu, J.G.**, Akinola, M., & Mason, M.F. “Switch On” creativity: Task switching can increase creativity by reducing cognitive fixation.

- Academy of Management, 2016

**Lu, J.G.\***, Hafenbrack, A.C.\*, Eastwick, P.W., Wang, D.J., Maddux, W.W., & Galinsky, A.D. “Going Out” of the box: Close intercultural friendships and romantic relationships spark creativity, workplace innovation, and entrepreneurship.

- Academy of Management, 2016
- Society for Personality and Social Psychology, 2016

Savani, K., Morris, M.W., Fincher, K.\*, **Lu, J.G.\***, & Kaufman S.B. A novel predictor of intercultural learning: Implicit learning ability.

- Academy of Management, 2016

Wallen, A.S., Morris, M.W., Devine, B.A., & **Lu, J.G.** Understanding the MBA gender gap: Women respond to gender norms by reducing public assertiveness but not private effort.

- Society for Industrial and Organizational Psychology, 2016

**Lu, J.G.**, Galinsky, A.D., & Maddux, W.W. The dark side of going abroad: How broad foreign experiences increase immoral behavior.

- Academy of Management, 2015

## Service

### Grant and Journal Reviewer

National Science Foundation | *Academy of Management Journal* | *Administrative Science Quarterly* | *Journal of Applied Psychology* | *Journal of Cross-Cultural Psychology* | *Journal of Environmental Psychology* | *Journal of Experimental Psychology: General* | *Journal of Experimental Social Psychology* | *Journal of International Business Studies* | *Journal of Personality and Social Psychology* | *Management Science* | *Organizational Behavior and Human Decision Processes* | *Organization Science* | *Personality and Social Psychology Bulletin* | *Personnel Psychology* | *PLOS One* | *Proceedings of the National Academy of Sciences* | *Psychological Review* | *Psychological Science* | *Social and Personality Psychology Compass* | *Social Forces*

## Conference Reviewer

Academy of International Business, Academy of Management, International Association for Conflict Management, Society for Personality and Social Psychology

## MIT Committees

MBA Program Committee, MIT Sloan	2023 - Present
PhD Admissions Committee, Organization Studies, MIT Sloan	2018 - Present
WOS Faculty Search Committee, MIT Sloan	2023

## Non-MIT Committees

SAGE Early Career Award Committee, <i>Society for Personality and Social Psychology</i>	2023, 2024
Best Paper Award Committee, Management Education and Development Division, AOM	2023, 2024
Best Conference Paper Award Committee, <i>International Association for Conflict Management</i>	2023
Doctoral Consortium, Chinese Management Scholars Community	2023
NLS Rising Star Award Committee, AOM	2022
Best Dissertation-Based Paper Award Committee, Organizational Behavior Division, AOM	2021
Alvah H. Chapman Jr. Outstanding Dissertation Award Committee, AOM	2020

## Mentorship

Mentor for Rising Scholars, a research conference for diverse PhD students and postdocs	2023
Diversity, Equity, and Inclusion Junior Faculty Consortium, Academy of Management	2023

## Research Assistant Advising

Doris Lu Zhang (PhD program placement: MIT, Sloan School of Management)  
Kyra Rodriguez (PhD program placement: Berkeley, Haas School of Business)  
Laura Wang (PhD program placement: MIT, Sloan School of Management)  
Peter Jin (PhD program placement: Duke University, Fuqua School of Business)  
Xubo Cao (PhD program placement: Stanford University, Graduate School of Business)

## Knowledge Partner

Ascend	2023 - Present
Asia Society	2017 - 2019

## Awards & Honors

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### Research

- Publication Award for Innovation in Behavioral Policy, *Behavioral Science & Policy Assoc.* 2024
- Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management* 2024
- Outstanding Publication Award, *International Association for Conflict Management* 2024
- Winner, Future of Work Research Prize, *Center for Leadership in the Future of Work* 2023
- Outstanding Publication Award, *International Association for Conflict Management* 2023
- Feature article in *Editor's Choice, American Psychological Association* (Lu, 2023 *JPSP*) 2023
- Finalist, Best Paper Award, *International Association for Chinese Management Research* 2023
- Best Paper Award, *Academy of Management Annals* 2022
- Best Conference Paper Award, *International Association for Conflict Management* 2022
- Best Paper in Graduate Management Education, MED Division, *Academy of Management* 2022
- Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management* 2022

- Finalist, Kauffman Best Paper Award in Entrepreneurial Cognition, *Academy of Management* 2022
- Gordon Allport Prize, *Society for the Psychological Study of Social Issues* 2021
- Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management* 2021
- Winner, The Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition, MOC Division, *Academy of Management* 2021
- Finalist, The Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition, MOC Division, *Academy of Management* (different paper) 2021
- Finalist, Responsible Research in Management Award, *selected by AOM Fellows* 2021
- Runner-up, Inside the Grant Panel Award, *Society for Personality and Social Psychology* 2021
- Alvah H. Chapman Jr. Outstanding Dissertation Award, Network of Leadership Scholars, *Academy of Management* 2019
- Runner-up, SITE Best-Paper Award in Innovation Management 2017
- AC<sup>4</sup> Fellowship, *International Association for Conflict Management* 2017
- Chazen Institute for Global Business Research Award 2017
- Diversity Fund Graduate Travel Award, *Society for Personality and Social Psychology* 2016
- Graduate Travel Award, *Society for Personality and Social Psychology* 2016
- Best Symposium Award, OB Division, *Academy of Management* (presenter) 2016

## Career

- Janet Taylor Spence Award for Transformative Early Career Contributions, *Association for Psychological Science* 2024
- Honorable mention, Luis Aparicio Prize, *International Labour and Employment Relations Association* 2024
- Emerging Scholar Award, International Management Division, *Academy of Management* 2024
- Early Career Award, *International Social Cognition Network* 2023
- Louise Kidder Early Career Award, *Society for the Psychological Study of Social Issues* 2023
- Elected Fellow, *Society of Experimental Social Psychology* 2023
- Finalist, Falling Walls Breakthrough of the Year, Social Sciences and Humanities 2023
- New Investigator Award, *Behavioral Science & Policy Association* 2023
- SAGE Early Career Trajectory Award, *Society for Personality and Social Psychology* 2022
- Early Career Award, *International Association for Conflict Management* 2022
- Rising Star Award, *Association for Psychological Science* 2022
- Rising Star Early Career Award, Network of Leadership Scholars, *Academy of Management* 2021
- Finalist, Distinguished Achievement Award for Radar Thinker, *Thinkers50* 2021
- Thinker to Watch, *Thinkers50 Radar* 2021

## Teaching & Services

- Best Senior Editor Award, *Management and Organization Review* 2023
- Best Senior Editor Award, *Management and Organization Review* 2022
- World's 40 Best Business School Professors Under 40, *Poets & Quants* 2019

## Selected Media Coverage

The Atlantic, The Boston Globe, BBC, Business Insider, CBS News, The Chronicle of Higher Education, The Daily Mail, The Economist, The Financial Times, Forbes, The Guardian, Harper's Magazine, Harvard Business Review, The Huffington Post, The Independent, Medium, MSN, National Affairs, National Geographic, NBC News, National Public Radio (NPR), New York Times, New York

Magazine, Pacific Standard, The Psychologist, Psychology Today, Quartz, Scientific American, Slate, The Sunday Times, The Telegraph, Time Magazine, The Times of India, U.S. News, USA Today, The Vancouver Sun, Vice, The Washington Post, WIRED, 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**

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- Proficient in R, SPSS, STATA
- Familiar with Face<sup>++</sup>, Gephi, Linux, Mplus, MySQL, Python, Geographic Information Systems

## **Human Languages**

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