

Jackson G. Lu

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Academic Positions

Massachusetts Institute of Technology, Sloan School of Management

Mitsui Career Development Professorship	2019 - Present
Assistant Professor of Work and Organization Studies	2018 - 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, Phi Beta Kappa</i>)	2013
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Waseda University, School of International Liberal Studies

Semester abroad	Fall 2010
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Awards, Grants, & Honors

- Rising Star Award, *Association for Psychological Science* 2021
- Rising Star Award, Network of Leadership Scholars, *Academy of Management* 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
- 30 Thinkers to Watch, *Thinkers50 Radar* 2021
- Runner-up, Inside the Grant Panel Award, *Society for Personality and Social Psychology* 2021
- The 40 Best Business School Professors Under 40, *Poets & Quants* 2019
- Alvah H. Chapman Jr. Outstanding Dissertation Award, Network of Leadership Scholars, *Academy of Management* 2019
- Doctoral Fellow, Center on Japanese Economy and Business, *Columbia University* 2013 - 2018
- Runner-up, SITE Best-Paper Award in Innovation Management (€1,000) 2017
- AC⁴ Fellowship, *International Association for Conflict Management* (\$2,000) 2017
- Chazen Institute for Global Business Research Award (\$5,000) 2017
- Best Symposium Award, OB Division, *Academy of Management* (presenter) 2016
- Deming Doctoral Fellowship, *Columbia University* (\$10,000) 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
- Up with People Scholarship (\$8,500) 2011
- Tompkins Award for Achievement in Japanese, *Williams College* (\$3,000) 2011

Research Interests

Primary interests: Culture, Multicultural Experiences, the Bamboo Ceiling

Secondary interests: Creativity, Ethics

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

1. **Lu, J.G.** (conditionally accepted). Asians don't ask? Relational concerns, negotiation propensity, and starting salaries. *Journal of Applied Psychology* {Bamboo Ceiling}{culture}
2. **Lu, J.G.** (forthcoming). 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*
 - 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, MOC Division, *Academy of Management*{Bamboo Ceiling}{culture}
3. **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*, 117(9), 4590–4600.
 - Finalist, Responsible Research in Management Award, selected by AOM Fellows
 - Feature article in *Observer*, Association for Psychological Science{Bamboo Ceiling}{culture}
4. Bago, B., Kovacs, M., Protzko, J., Nagy, T., Kekecs, Z., ..., **Lu, J.G.**, ... Aczel, B. (conditionally accepted). Moral thinking across the world: Exploring the influence of personal force and intention in moral dilemma judgements. *Nature Human Behaviour* {culture}{ethics}
5. Savani, K., Morris, M.W., Fincher, K.*, **Lu, J.G.***, & Kaufman, S.B. (forthcoming). Experiential learning of cultural norms: The role of implicit and explicit aptitudes. *Journal of Personality and Social Psychology* {culture}
6. **Lu, J.G.**, Jin, P.†, & English, A.S.† (2021). Collectivism predicts mask use during COVID-19. *Proceedings of the National Academy of Sciences*, 118(23), e2021793118. {culture}
7. Jones, B.C., DeBruine, L.M., Flake, J.K., Liuzza, M.T., Antfolk, J., ..., **Lu, J.G.**, ... Coles, N.A. (2021). To which world regions does the valence-dominance model of social perception apply? *Nature Human Behaviour*, 5(1), 159–169. {culture}
8. **Lu, J.G.**, Liu, X.L.†, Liao, H., & Wang, L. (2020). Disentangling stereotypes from social reality: Astrological stereotypes and discrimination in China. *Journal of Personality and Social Psychology*, 119(6), 1359–1379. {culture}

9. **Lu, J.G.**, Swaab, R.I., & Galinsky, A.D. (forthcoming). Global leaders for global teams: Leaders with multicultural experiences communicate and lead more effectively, especially for multinational teams. *Organization Science*.
 - Alvah H. Chapman Jr. Outstanding Dissertation Award
 - Chazen Institute for Global Business Research Award
 - Deming Doctoral Fellowship

{multicultural experiences}

10. Maddux, W.W., **Lu, J.G.**, Affinito, S.[†], & Galinsky, A.D. (2021). Multicultural experiences: A systematic review and new theoretical framework. *Academy of Management Annals*, 15(2), 345–376.
 - Year 2021 most cited *Academy of Management Annals* paper

{multicultural experiences}

11. 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.

{multicultural experiences}

12. **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.

{multicultural experiences}{ethics}

13. **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.
 - Runner-up, SITE Best-Paper Award in Innovation Management

{multicultural experiences}{creativity}

14. **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.

{culture}{creativity}

15. **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}

16. 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-ecological psychology}

17. **Lu, J.G.** (2020). Air pollution: A systematic review of its psychological, economic, and social effects. *Current Opinion in Psychology*, 32, 52–65.

18. 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*, 31(8), 1040–1047.
{cultural-ecological psychology}{ethics}
19. **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-ecological psychology}{ethics}
20. 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*, 167, 88–100.
{ethics}
21. 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*, 31(7), 770–780.
- Featured as one of the “most read”/“most cited” papers on *Psychological Science*'s homepage
{ethics}
22. 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}
23. **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.
- Part of Best Symposium Award, Organizational Behavior Division, *Academy of Management*
{ethics}
24. **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}
25. 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.
{diversity}
26. 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}

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)

Selected Teaching Experiences

Power and Negotiation (MBA), MIT Sloan

FA2018 Section A (66 students): **4.9 / 5.0** rating

FA2018 Section B (74 students): **4.9 / 5.0** rating

SP2020 Section A (77 students): No rating due to COVID-19

SP2020 Section B (78 students): No rating due to COVID-19

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/>

Invited Talks and Panels

2022

Asia School of Business, Research Seminar (scheduled)

2021

Northwestern University, Kellogg School of Management

International Conference on Cultural Psychology, Chinese Psychological Society (keynote)

MIT, Technological Innovation, Entrepreneurship, & Strategic Management

The 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, 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, 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

2019

MIT, Department of Urban Studies and Planning
University of Illinois at Urbana-Champaign, Gies College of Business
The 11th China-India Insights Conference
Harvard University, Behavioral Insights Group Doctoral Workshop (panelist)
Academy of Management Annual Meeting (panelist)
Boston College, Carroll School of Management
Harvard University, PON Research 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
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

Lu, J.G., Jin, P.[†], & English, A.S.[†] Collectivism predicts mask use during COVID-19.

- Society for Personality and Social Psychology, 2022

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.

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

Lu, J.G. & Morris, M.W. The Bamboo Ceiling in GPA: The surprising underperformance of East Asians (but not South Asians) in top US business schools and law schools.

- Society for Personality and Social Psychology, 2021

Lu, J.G. Cultural diversity stimulates entrepreneurship: Evidence from two large-scale quasi-experiments.

- Academy of Management, 2021
- Berkeley Haas Culture Conference, 2021

Lu, J.G., Liu, X.L.[†], Liao, H., & Wang, L. Disentangling stereotypes from social reality: Astrological stereotypes and discrimination in China.

- Society for Personality and Social Psychology, 2021
- International Association for Conflict Management, 2019
- Academy of 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.[†], Zhang, H., & **Lu, J.G.** Paved with good intentions: Self-regulation breakdown after altruistic ethical transgressions.

- Academy of Management, 2020

Liu, X.L.*[†], **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

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., Quoidbach, J., Gino, F., Chakroff, A., Maddux, W.W., & Galinsky, A.D. The dark side of going abroad: How broad foreign experiences increase immoral behavior.

- Academy of Management, 2015

Service

Ad Hoc Reviewer

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
Organizational Behavior and Human Decision Processes
Personality and Social Psychology Bulletin
PLOS One
Proceedings of the National Academy of Sciences
Psychological Review
Psychological Science
Social and Personality Psychology Compass
Social Forces

Committees

NLS Rising Star Award Committee, AOM	2022
Best Dissertation-Based Paper Award Committee, OB Division, AOM	2021
Alvah H. Chapman Jr. Outstanding Dissertation Award Committee, NLS, AOM	2020
PhD Admissions Committee, Organization Studies, MIT Sloan	2018 - Present

PhD Student Advising

Heather Yang (dissertation committee – Placement: Bocconi University, Italy)
 Matthew Cashman (General Examinations committee)

Research Assistant Advising

Xubo Cao (PhD program placement: Stanford University, Graduate School of Business)
 Peter Jin (PhD program placement: Duke University, Fuqua School of Business)

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

Selected Media Coverage

The Atlantic, The Boston Globe, BBC, Business Insider, CBS News, 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), Hayka и жизнь (Russian), газета (Russian)

Computer Languages

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

Human Languages

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