

# Jackson G. Lu

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## Academic Positions

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

Associate Professor (pre-tenure), Work and Organization Studies	2022 - Present
Mitsui Career Development Professorship	2019 - Present
Assistant Professor, Work and Organization Studies	2018 - 2022

## Education

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### 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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## Awards, Grants, & Honors

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- Early Career Award, *International Association for Conflict Management* 2022
- Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management* 2022
- Rising Star Award, *Association for Psychological Science* 2022
- 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
- AC<sup>4</sup> 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

## Research Interests

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**Primary interests:** Culture, Multicultural Experiences, the Bamboo Ceiling

**Secondary interests:** Creativity, Ethics

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

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1. **Lu, J.G.** (forthcoming). Asians don't ask? Relational concerns, negotiation propensity, and starting salaries. *Journal of Applied Psychology* {Bamboo Ceiling} {culture}
2. **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*, 119(13), e2118244119.
  - Nominee, Carolyn Dexter Award for the Best International Paper, *Academy of Management* {Bamboo Ceiling} {culture}
3. **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*
  - 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}
4. **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}
5. **Lu, J.G.**, Benet-Martínez, V., & Wang, L.C.† (forthcoming). A biological-socioecological framework of culture and personality: Their roots, trends, and interplay. *Annual Review of Psychology* {culture}
6. Bago, B., Kovacs, M., Protzko, J., Nagy, T., Kekecs, Z., ..., **Lu, J.G.**, ... Aczel, B. (2022). Situational factors shape moral judgments in the trolley dilemma in Eastern, Southern, and Western countries in a culturally diverse sample. *Nature Human Behaviour* {culture} {ethics}
7. 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}
8. Legate, N., Ngyuen, T.T., Weinstein, N., Moller, A., Legault, L., ..., **Lu, J.G.**, ... Primbs, M.A. (forthcoming). A global experiment on motivating social distancing during the COVID-19 pandemic. *Proceedings of the National Academy of Sciences* {culture}

9. **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*, 118(23), e2021793118. {culture}
10. 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}
11. **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*, 119(6), 1359–1379. {culture}
12. **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 in multinational teams. *Organization Science*.  
 - Alvah H. Chapman Jr. Outstanding Dissertation Award  
 - Chazen Institute for Global Business Research Award  
 - Deming Doctoral Fellowship {multicultural experiences}
13. 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*, 15(2), 345–376.  
 - Most cited *Academy of Management Annals* paper in 2021 {multicultural experiences}
14. 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}
15. **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}
16. **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}
17. **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}

18. **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}
19. 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}
20. **Lu, J.G.** (2020). Air pollution: A systematic review of its psychological, economic, and social effects. *Current Opinion in Psychology*, 32, 52–65. {cultural-ecological psychology}
21. 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}
22. **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}
23. 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}
24. 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}
25. 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}
26. **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}
27. **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}

28. 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}

29. 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

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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

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### 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

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**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**

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### 2022

Columbia University, Center on Japanese Economy and Business (scheduled)  
Academy of Management: Research and Realities 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 (scheduled)  
Educational Testing Service (scheduled)  
MIT Sloan, Leading the Way: Perspectives on Advancing Equity and Inclusion  
London School of Economics and Political Science  
Asia School of Business

### 2021

Northwestern University, Kellogg School of Management  
International Conference on Cultural Psychology, Chinese Psychological Society (keynote)  
MIT Sloan, 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 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

### 2019

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

Harvard University, PON Research Lab  
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

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.** Asians don’t ask? Relational concerns, negotiation propensity, and starting salaries. *Journal of Applied Psychology*

- Academy of Management, 2021
- International Association for Conflict Management, 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.,** 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.

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

**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
- Berkeley Haas Culture 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
- 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.<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

**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.\*<sup>†</sup>, **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

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### 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, Organization Science, 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

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

### Research Assistant Advising

Kyra Rodriguez  
 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)

## **Selected Media Coverage**

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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++, 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