

Jennifer R. Overbeck
 Melbourne Business School
 200 Leicester Street, rm 26 • Carlton, VIC 3207 Australia
 j.overbeck@mbs.edu • <https://www.jenoverbeck.com>

Academic Appointments

Melbourne Business School

Professor of Management, January 2024 - present

Associate Dean, Research, 2023-present

Associate Professor of Management (with tenure), 2014 – 2023

Assistant Dean, Faculty, January-December 2022

University of Melbourne (concurrent with MBS)

Professorial Fellow, Faculty of Business and Economics

Honorary appointment: Melbourne School of Psychological Sciences

David Eccles School of Business, University of Utah

Visiting Associate Professor of Management, May 2012 – June 2014

Marshall School of Business, University of Southern California

Assistant Professor of Management & Organization, July 2003 – May 2012

Affiliated appointment, Department of Psychology, Fall 2010 – May 2012

Stanford Graduate School of Business

Postdoctoral Researcher, August 2001 – July 2003

Education

University of Colorado at Boulder

M.A., Ph.D., Social Psychology

University of Hawaii at Manoa

B.A., Asian Studies

Honors, Awards, and Competitive Funding

MBS Faculty Research Grant (PI, \$5000-\$15000), Melbourne Business School, 2014, 2016, 2017, 2019, 2020, 2021, 2022, 2023, 2024

DESB Faculty Research Grant (PI, \$3000), University of Utah, 2013

Top Teaching award, Dept of Management & Organization, USC Marshall School of Business, 2012

Office of Naval Research Human Social Cultural Behavior Modeling Program Grant (“Using Virtual Characters for Cross-Culture Competence Training,” PI, \$187,697; with Julia Kim and David Traum, USC Institute for Creative Technologies, and Shri Narayanan, USC Viterbi, total award \$2,373,395; note: funding suspended by U.S. Congress due to budget cuts], 2012

Best Papers Proceedings, Academy of Management, 2011

Undergraduate Research Program Grant (PI, \$6,600), USC, 2008-2009

Undergraduate Research Program Grant (PI, \$6,600), USC, 2007-2008

James H. Zumberge Research and Innovation Fund Individual Grant (PI, \$24,000), USC, 2005-06

Undergraduate Research Program Grant (PI, \$10,000), USC, 2004-05, 06-07

Undergraduate Research Program Summer Grant (PI, \$3,300), USC, 2004

Behavioral Research Funds Grant (PI, \$5000), Stanford Graduate School of Business, 2002

Applied Social Issues Internship Award (co-director, \$2500), SPSSI, 2002

Graduate School Fellowship, University of Colorado at Boulder, 1997-2001

Honorable Mention, National Science Foundation Graduate Fellowship Program, April 1997

Current Research Interests

Power and status: effects on attention; interaction of power and status effects in impression formation; development of status hierarchies; status conflict and competition. Small groups: how group membership affects individuals; internal status sorting and status emergence in small groups. Negotiation: relational versus economic aspirations and their effects on negotiation performance; emotion and negotiation; effects of changes in relative power within negotiating dyads.

Scholarly Papers (Peer-Reviewed):

Shafa, S., Overbeck, J. R., & Kashima, Y. (2025). Cultural differences in perceptions of power: A cultural logics perspective. *Current Research in Ecological and Social Psychology* (special issue: Cultural Logics).

Körner, R., Overbeck, J. R., & Schütz, A. (2025). Structuring hierarchy concepts: Evaluating measures of power, status, dominance, and prestige on the basis of an integrative model and systematic literature review. *Psychological Bulletin*.

O'Sullivan, D., Zolotoy, L., & Overbeck, J. R. (2025). Are employees safer when the CEO looks greedy? *Journal of Business Ethics*.

Zhang, T., & Overbeck, J. R. (2024). The effects of social (dis)engagement on status conferral: A context dependent account. *Journal of Applied Social Psychology*.

Körner, R., Schütz, A., Körner, E., & Overbeck, J. R. (2023). The language of power: Interpersonal perceptions of power, dominance, and prestige based on word usage. *European Journal of Personality*.

Fast, N. J., & Overbeck, J. R. (2022). The social alignment theory of power: Predicting associative and dissociative behavior in hierarchies. *Research in Organizational Behavior*, <https://doi.org/10.1016/j.riob.2022.100178>.

Körner, R., Overbeck, J. R., Körner, E., & Schütz, A. (2022). How the linguistic styles of Donald Trump and Joe Biden reflect different forms of power. *Journal of Language and Social Psychology*.

Hull, K. E., Overbeck, J. R., Smillie, L. D., & Howe, P. D. L. (2022). The p-word: Power and responsibility aversion as explanations for the avoidance of power. *Journal of Applied Social Psychology* (special issue: Toward a second generation of power theories).

Curhan, J., Overbeck, J. R., Cho, Y., Zhang, T., & Yang, Y. (2022). Silence is golden: Extended silence, deliberative mindset, and value creation in negotiation. *Journal of Applied Psychology*.

Bonner, B., Soderberg, A., Meikle, N., & Overbeck, J. R. (2021). The effects of experience, expertise, reward power, and decision power in groups. *Group Dynamics: Theory, Research, and Practice*. **Finalist**, MVP paper award, 2022.

Overbeck, J. R., & Droutman, V. (2013). One for all: Social power increases self-anchoring of traits, attitudes, and emotions. *Psychological Science*.

Melwani, S., Mueller, J. S., & Overbeck, J. R. (2012). Looking down: The effect of contempt and compassion on emergent leadership categorizations. *Journal of Applied Psychology*.

Ivanic, A., Overbeck, J. R., & Nunes, J. (2011). Status, race, and money. *Psych. Science*, 22, 1557-66.

Fragale, A., Overbeck, J. R., & Neale, M. A. (2011). Resources versus respect: Social judgments based on targets' power and status positions. *Journal of Experimental Social Psychology*.

Overbeck, J. R., Neale, M. A., & Govan, C. (2010). I feel, therefore you act: Intrapersonal and interpersonal effects of emotion on negotiation as a function of social power. *Organizational Behavior and Human Decision Processes*.

Porath, C., Overbeck, J. R., & Pearson, C. (2008). Picking up the gauntlet: How individuals respond to status challenges. *Journal of Applied Social Psychology*, 38, 1945-1980.

Curhan, J., & Overbeck, J. R. (2008). Making a “positive impression” in a negotiation: Gender differences in response to the manipulation of impression motivation. *Negotiation & Conflict Management Research*, 1, 179-193.

Overbeck, J. R., & Park, B. (2006). Powerful perceivers, powerless objects: Flexibility of powerholders’ social attention. *Org. Behavior and Human Decision Processes*, 99, 227-243.

Overbeck, J. R., Tiedens, L. Z., & Brion, S. (2006). The powerful want to, the powerless have to: Perceived constraint moderates causal attributions. *European Journal of Social Psychology* (Special Issue: Social Power and Group Processes) 36, 479-496.

Overbeck, J. R., Jost, J. T., Mosso, C., & Flizik, A. (2004). Resistant vs. acquiescent responses to ingroup inferiority as a function of Social Dominance Orientation in the U.S. and Italy. *Group Processes and Intergroup Relations*, 7, 35-54.

Overbeck, J. R., & Park, B. (2001). When power does not corrupt: Superior individuation processes among powerful perceivers. *Journal of Personality and Social Psychology*, 80, 549-565.

Chapters and Proceedings:

Wareham, J., & Overbeck, J. R. (2020). The unspoken language of power: Interpersonal dynamics of nonverbal behavior in mixed-gender negotiations. In J. Kennedy & M. Olekalns (Eds.), *Handbook on Gender and Negotiation*.

Overbeck, J. R., & Page, K. (2017). Power and Influence I and II. In D. Smith (Ed.), *West Point Leadership* (ch. 14 and 15). New York: Rowman.

Smith, P. K., & Overbeck, J. R. (2014). The leaders’ rosy halo: Why do we give powerholders the benefit of the doubt. Power, politics, and paranoia: Why people are suspicious of their leaders. In Van Prooijen, J. W., & Van Lange, P. A. (Eds.), *Power, politics, and paranoia: Why people are suspicious of their leaders*. Cambridge University Press.

Overbeck, J. R., & Kim, Y. K. (2013). Power, status, and influence in negotiation. In M. Olekalns & W. L. Adair (Eds.), *Handbook of Research on Negotiation*. Edward Elgar Publishing.

Fast, N. J., & Overbeck, J. R. (2011). The curse of power: Elevated resource control hinders self determination. *Academy of Management Best Papers Proceedings*.

Cho, Y., Overbeck, J. R., & Carnevale, P. J. (2011). Status conflicts in negotiation. *Research on Managing Groups & Teams*, Vol. 14.

Overbeck, J. R. (2010). Concepts and historical perspectives on power. In A. Guinote & T. K. Vescio (Eds.), *The Social Psychology of Power*. New York: Guilford Press.

Overbeck, J. R., Correll, J. C., & Park, B. (2005). The internal sorting process of group status: The problem of too many stars. In M. Hunt-Thomas, E. Mannix, & M. A. Neale (Eds.), *Research on Managing Groups & Teams*, Vol. 7 (pp. 169-199). St. Louis, MO: Elsevier Press.

Non-Peer Reviewed:

Overbeck, J. R. (2021) Rosy halo, power, and leadership. *SAGE Encyclopedia of Leadership Studies*.

Overbeck, J. R. (2015, February 26). You don’t have to be the boss to change how your company works. hbr.org

Book:

Overbeck, J. R. (Volume Ed.); Mannix, E.A., & Neale, M. A. (Series Eds.; 2011). *Research on managing groups and teams*, Vol. 14: *Negotiation and Groups*. Bingley, UK: Emerald Group.

Papers under review:

Nyilasy, G., Hito, A. R. A. P., Overbeck, J. R., Bastian, B., & Dahl, D. Do Consumers Prefer AI over Humans as Moral Compliance Agents? R&R, *Journal of Business Ethics*.
 Hodge, J., Overbeck, J. R., & Jehn, K. A. "That's not right!" Development and validation of a norm violation scale. *Journal of Management*.

Revisions in preparation:

Overbeck, J. R., Narh, D. D., Fast, N. J., & Mead, N. L. Who will cling to power? Leaders' responses to trade-offs reflect their hedonic and eudaimonic motives for power. Aimed at *Academy of Management Review*.
 Overbeck, J. R., Hawkes, S., Shafa, S., & Hodge, J. Status as armor: We want status because it makes us feel safer. For *Journal of Applied Psychology*.
 Hodge, J., Overbeck, J. R., Jehn, K. A., & de Wit, F. R. C. Now it's getting personal: Comparing effects of meaning violation and conflict type on workplace wellbeing. For *Journal of Management*.
 Overbeck, J. R., Howe, D., Meikle, N., & Akinola, M. The latent lieutenant as kingmaker: One person's subtle deference can make another person a leader. For *Organizational Behavior & Human Decision Processes*.

Working Papers (Manuscript Stage):

Narh, D. D., Overbeck, J. R., & Mead, N. L. The HEMPS scale: A new measure of hedonic and eudaimonic motives for power. For *Journal of Consumer Psychology*.
 De Bruijn, A. L., Netchaeva, E., Overbeck, J.R., & Zyphur, M. Beyond first impressions: Exploring gender-influenced perceptions of sequential leader behaviors. For *Leadership Quarterly* (registered report).
 Martin, G., Chirico, F., Gomez-Mejia, L., & Overbeck, J. R. Family firm psychological safety: Antecedents and consequences. For *Journal of Business Venturing*.
 Lewis, C., Overbeck, J. R., & Kirley, M. Force and free will: Re-evaluating influence tactics in terms of their underlying power and volitional influence. For *Journal of Applied Psychology*.
 Overbeck, J. R., & Zhang, T. Status is in the eye of other beholders: A social transmission model of status conferral. For *Journal of Personality and Social Psychology*.

Research Presentations:

Lewis, C., Overbeck, J. R., & Kirley, M. *Force and free will: Re-evaluating influence tactics in terms of their underlying power and volitional influence*. International Association for Conflict Management Conference, June 2024.
 Overbeck, J.R., Hawkes, S., Shafa, S., & Hodge, J. *Status as armor: We want status because it makes us feel safer*. International Ass'n for Conflict Management Conference, June 2023.
 Netchaeva, E., Overbeck, J.R., & Zyphur, M. *It's a man's world! Examining the effects of sequences of female vs male leader behaviors on subordinates' perceptions of them*. Academy of Management Annual Conference, August 2022.
 Hodge, J., Overbeck, J. R., Jehn, K. A., & de Wit, F. R. C. *Now it's getting personal: Comparing effects of meaning violation and conflict type on workplace wellbeing*. International Association for Conflict Management annual (virtual) conference, June 2020.
 Overbeck, J. R., Howe, D., Meikle, N., & Akinola, M. *The latent lieutenant as kingmaker: How subtle signals of deference increase a potential leader's power*. Stanford Graduate School of Business conference to celebrate Margaret Neale, May 2019.

Overbeck, J. R. & Zhang, T. *We don't grow out of junior high: Antisocial orientation cues predict status*. Society for Organisational Behaviour in Australia, February 2018.

Overbeck, J. R., & Zhang, T., *We don't grow out of junior high: Antisocial orientation cues predict status*. Academy of Management Annual Conference, August 2017.

Overbeck, J. R., Howe, D., Meikle, N., Akinola, M., & Han, A. *Lone nut or leader? How subtle signals of deference increase a potential leader's power*. Society for Organisational Behaviour in Australia, February 2016.

Cho, Y., Zhang, T., & Overbeck, J. R. *Brief periods of silence improve negotiation outcomes*. Academy of Management Annual Conference, August 2015

Overbeck, J. R., Zhang, T., & Tansuwan, E. *We don't grow out of junior high: Cues of antisocial orientation contribute to status conferral*. Academy of Management Annual Conference, August 2015.

Overbeck, J. R. *If you want to shun someone, you'd better have status: Effects of intragroup status on success of social exclusion attempts*. Invited talk, Melbourne Social Psychology group, September 2014.

Overbeck, J. R., symposium chair. *Are power and gender mutually reinforcing or offsetting?* Society for Personality and Social Psychology annual conference, January 2014.

Overbeck, J. R., Zhang, T., & Neale, M. A. *Women mean to hang tough in negotiations, but their postures work against them*. Society for Personality and Social Psychology annual conference, January 2014.

Overbeck, J. R., Tost, L. P., & Wazlawek, A. *With great power comes great...morality?* Academy of Management Annual Conference, August 2013.

Overbeck, J. R., & Bendersky, C. *You really, really like me! Overperceiving approval is associated with high status*. Academy of Management annual conference, August 2013.

Overbeck, J. R., Han, A., & Stanton, D. Z. *Behavioral cues of deference by one follower make leaders seem more powerful*. Academy of Management annual conference, August 2013.

Cho, Y., Overbeck, J. R., & Carnevale, P. J. *Within-group Status Conflict Increases Strategic Misrepresentation in Between-group Negotiation*. Academy of Management annual conference, August 2012.

Scherwin, V., Young, M., & Overbeck, J. R. *Are Managers Obligated to Help? Subordinates' Expectations of Receiving Help and The Effects of Help*. Academy of Management annual conference, August 2012.

Overbeck, J. R., Tost, L. P., & Wazlawek, A. *You know better than me: Power, self-centered ethical reasoning, and why we approve*. Society for Personality and Social Psychology annual conference, January 2010.

Cho, Y., & Overbeck, J. R. *Are the powerless always less attentive to goals than the powerful? Impact of prevention-framed information*. Society for Personality and Social Psychology annual conference, January 2010.

Wood, A., Overbeck, J. R., & Traum, D. *In Whose World? Status and Domain Effect on Negotiation Outcomes*. Poster, Academy of Management annual conference, August 2009.

Tansuwan, E., & Overbeck, J. R. *You're Not That Special, but I'll Still Do What You Say: Effects of Contempt on Status Conferral*. Academy of Management annual conference, August 2009.

Overbeck, J. R., Plunkett Tost, L., & Wazlawek, A. *Duty before consequence: Effects of power and ethical frame on evaluations of unethical decision makers*. Academy of Management annual conference, August 2008.

Overbeck, J. R., Neale, M. A., & Govan, C. *Intrapersonal and interpersonal effects of emotion as a function of social power*. General meeting of the European Association for Experimental Social Psychology, June 2008.

Fragale, A., Overbeck, J. R., & Neale, M. A. *Power prerequisites: The effects of power and status on stereotypes*. General meeting of the European Association for Experimental Social Psychology, June 2008.

Scherwin, V., Young, M., & Overbeck, J. R. *What you don't know might NOT hurt you: Managerial knowledge about subordinates and its effect on the relationship*. Academy of Management annual conference, August 2007.

Mueller, J. S., Overbeck, J. R., & Melwani, S. *How discrete emotions relate to status conferral in first impression interactions*. Academy of Management annual conference, August 2007.

Overbeck, J. R., symposium chair. *Power is good (if you're the one with power): How power can buffer negative conflict processes*. International Association of Conflict Management annual conference, June 2007.

Overbeck, J. R. *Self-selection for social structure: Social power balances conflicting psychological needs*. International Association of Conflict Management annual conference, June 2007.

Overbeck, J. R., invited discussant. *Stigma, Stereotypes, and Skewed Proportions: How Token Status Gets "Under the Skin" to Affect Performance*. Wharton Jr OB Conference, November 2006.

Porath, C., Overbeck, J. R., & Pearson, C. *Picking up the gauntlet: How individuals respond to status challenges*. Academy of Management annual conference, August 2006.

Overbeck, J. R., symposium chair. *A better look at social process: Analyzing data from dyads and groups*. Academy of Management annual conference, August 2006.

Overbeck, J. R. *Analyzing data from dyads: Preserving individual responses and controlling for dependence*. Academy of Management annual conference, August 2006.

Overbeck, J. R., invited presenter. *One acts for many: Status and power in groups*. Wharton Jr OB Conference, November 2005.

Overbeck, J. R., Neale, M. A., & Govan, C. *Don't ask for a raise when the boss is angry: Power and emotion in negotiation*. Academy of Management annual conference, August 2005.

Overbeck, J. R., & Park, B. P. *Powerful perceivers, powerless objects: Flexibility of powerholders' social attention*. Academy of Management annual conference, August 2005.

Overbeck, J. R.. *Cognitive and behavioral consequences of power*. Society of Personality and Social Psychology annual conference, January 2005.

Overbeck, J. R., Showcase Symposium chair. *Gender and organizational processes: Collective representations as a barrier to gender equity*. Academy of Management annual conference, August 2003.

Overbeck, J. R. *For love or money (or respect): Gender differences in relational and economic aspirations*. Academy of Management annual conference, August 2003.

Overbeck, J. R., interactive paper session facilitator. *Political skills and influence tactics: Antecedents and consequences*. Academy of Management annual conference, August 2003.

Overbeck, J. R., & Park, B. P. *Beyond 'high' versus 'low': Power's effects reflect instrumental responses*. Academy of Management annual conference, August 2003.

Marx, D., Urland, G., Overbeck, J. R., & Webster, G. D., poster presentation. *Superstars like me: Shared group membership enhances female role model effects on female students' math performance*. Society of Personality and Social Psychology annual conference, February 2002.

Overbeck, J. R., & Park, B. P., poster presentation. *Professors are all alike - Studies 1 – 3*. American Psychological Society annual conference, June 1999.

Overbeck, J. R., & Park, B. P., poster presentation: *Professors are all alike - Study I*. Society for the Psychological Study of Social Issues semi-annual conference, June 1998.

Invited colloquia: University of Idaho, California State University at Hayward, University of California-Santa Cruz, Stanford University, USC Dept. of Psychology, San Diego State University, University of California – LA, Northwestern University, University of Virginia, IESE, Melbourne Social Psychology Interest Group, Bocconi University, Australian National University, University of Melbourne School of Psychological Sciences, Nanyang Technological University

Undergraduate honours supervision

Chris Delaney, 2005 ; Tho “Johnson” Do (psychology), 2007-8 ; Abbie Wazlawek (psychology), 2008-9 ; Ellen Lee (psychology), 2009-10 ; Nathaniel Schermerhorn (psychology), 2012-13; Emily Kirsh (psychology), 2015-16; Yeewah Yam (psychology), 2016-17; Michael Roth (psychology), 2017-18; Saba Elkman (psychology), 2017-18; Emily Alexander (psychology), 2018-19; Shannon Hawkes (psychology), 2019-20; Sarah Reichman (psychology), 2022; Katia Manariti (psychology), 2022; Charley Woodcock (psychology), 2023.

Doctoral supervision, exam and dissertation committees

Noor de Bruijn (OB), primary supervisor, 2023-present

Craig Lewis (OB and computer science), co-supervisor, 2022-present

Abraham Hito (marketing), dissertation committee, 2022-present

Deborah Narh (marketing), co-supervisor, 2019-2023

Kathryn Hull (psychology), co-supervisor, 2019-2022

Josh Hodge (OB), co-supervisor, 2015-2020; now visiting faculty at Melbourne Business School

Carolina de Oliveira e Silva Borges (psychology), co-supervisor, 2016-2018; now in industry

Simon Tarantelli (OB), primary supervisor, 2016-2019 (changed supervisors)

Vivian Ip (OB), primary supervisor, 2015-2018 (left without degree)

Teng Zhang (OB), research supervisor, quals committee, dissertation committee, 2012-2017; now faculty at Penn State University-Harrisburg

Dave Howe (OB), research supervisor and quals committee, 2013-2015; now faculty at West Texas A&M University

Nate Meikle (OB), research supervisor, 2013-2015; now postdoc at Notre Dame University

Josh Ruchty (OB), research supervisor and paper committee, 2013-2015 (left without degree)

McKenzie Rees (OB), dissertation committee, 2013-2015; now faculty at Southern Methodist University

Justin Wareham (OB), dissertation co-supervisor, 2012-2016; now faculty at Oklahoma City University

Yeri Cho (OB), primary advisor, 2008-2013; now faculty at LaVerne University

Albert Han (OB), primary advisor, 2011-2012 (left without degree)

Emily Tansuwan (OB), primary advisor, 2006-2011; now in industry

Marija Spanovic (psychology), quals committee, 2010; now in industry

Aarti Ivanic (marketing), dissertation committee, completed May 2010; now faculty at San Diego State University

Jaclyn Ronquillo (psychology), dissertation committee, completed May 2010

Adam Wood (OB), primary advisor, 2007-2009; quals committee, 2009

Fei Du (accounting), quals committee, completed May 2009

Libby Weber (strategy), quals committee, completed 2008; now faculty at UC-Irvine

Yu Yang (psychology), dissertation committee, PhD May 2007; now at ShanghaiTech University

Press Coverage (partial – reflects only coverage of my own research):

USA Today, December 29, 2009 *Psychologists: Those in Power More Apt to 'Moral Hypocrisy'*

New York Times, July 16, 2010 *Steinbrenner: The Boss Unbound*

UPI, October 23, 2011 *Blacks Suffering Poor Service May Pay More*

Black Entertainment Television, October 23, 2011 *Study: Offended Blacks Willing to Pay More*

Huffington Post, January 20, 2012 *Will Pay for Status*

Business News Daily.com August 7, 2013 *Follow the Leader: How Power Influences Groups*

Salt Lake Tribune, Oakland Press, The Saratogian, The Brattleboro Reformer, et al., August 20, 2013

Utah Study Explores Mindset of Moguls, Managers

Teaching

Degree Program Teaching

Organisational Behaviour (MBA Core); Organisational Change (MBA); Negotiation & Deal-Making (MBA, EMBA, SEMBA); Leadership (MBA, OMBA); Power & Politics (MBA); Research Methods (PhD); Statistics (PhD); Social Psychology (undergraduate)

Exec Ed/Overload Teaching

Effective Influence (various clients); Networks & Influence (various clients); Culture & Change (various clients); Advanced Management Program (MBS); Using Power and Influence Effectively (Microsoft In-House); Learning about International Commerce: Japan; Standing Your Ground: Power and authority in organizations; PM.GLOBE Module II: China; Masters in Medical Management Program (Decision Making); Business Fundamentals for Healthcare Practitioners (Negotiation); etc.

Executive Education Program Direction Thriving Through Change (online program)

Executive Education Client Organisations (partial list)

7-Eleven, Activision, Better Care Victoria, Cenitex, Citipower/Powercor, CSR, Defence Australia, Department of Prime Minister and Cabinet, Donate Life Victoria, East-West Bank, Meta, Microsoft, NAB, Navigant Consulting, nbn, Northern Territories – Investment Territory, Queensland Office of Industrial Relations, Queensland Public Service Commission, Red Cross, RHB, Ryman Health, Sarawak Energy, Seqirus, Suncorp, University of Melbourne School of Design, Vicinity Centres, Whispir; Melbourne Business School – Advanced Management Program, MURRA program, Blue Nile, Women in Leadership, Women in Senior Leadership, Culturally Conscious Leadership; University of Melbourne – Specialist Certificate in Clinical Leadership, Leadership in Clinical Studies; Hastings College of Law – Hastings Leadership Academy for Women, Cutting Edge, Women's Leadership Edge.

Professional Service

Division Leadership, Academy of Management Conflict Management Division

PDW Chair, 2017-18; Program Chair, 2018-19; Division Chair-elect, 2019-2020; Division Chair, 2020-2021; Past Division Chair, 2021-2022.

Conference Co-Organizing

PSI (Power, Status, & Influence) Network conference, Melbourne, Australia, March 2020 (postponed due to COVID until feasible to hold)

SITE (Stanford Institute for Theoretical Economics) Economics in Negotiation, Palo Alto, CA, July 2020 (postponed indefinitely due to COVID)

Associate Editor

Group Decision & Negotiation, 2017-2023
 Organizational Psychology Review, 2019-2024

Editorial Board Member

Academy of Management Review, 2018-2022
 Negotiation & Conflict Management Research, 2006-2024
 Organizational Behavior and Human Decision Processes, 2007-2014

Ad-Hoc Reviewer (partial list)

Administrative Science Quarterly; Academy of Management Review; OBHDP; Organization Science; Journal of Personality and Social Psychology; Journal of Experimental Social Psychology; Social Cognition; Small Group Research; Psychological Science; European Journal of Social Psychology; Group Processes and Intergroup Relations; British Journal of Social Psychology; Journal of Experimental Psychology – General; Academy of Management Annual Meeting (Conflict Management Division, Managerial and Organizational Cognition Division, Organizational Behavior Division).

Action (Guest) Editor

European Journal of Social Psychology, Social and Personality Psychological Science

Department & University Committees

Faculty of Business & Economics Faculty Executive team, 2023-present
 Faculty of Business & Economics Senior Operational Leadership Team, 2023-present
 Faculty Research & Innovation Committee, 2023-present
 Committee of Associate Deans of Research, 2023-present
 Senior Academic Leadership Team, 2022-present
 Faculty delegate, Senior Academic Leadership Team (elected), 2020-2022
 Thriving Through Change online course development team, 2020-present (program director)
 Short Course Review Committee, 2020-present
 Short Course Leadership Taskforce, 2020
 Phase 2 Program Review committee, 2020-present
 Teaching Performance Evaluation Revision committee, 2018-present (chair)
 PT-MBA Program Review and Revision committee, 2019-2020
 School Consultation Group, 2018-2019
 Curriculum Review Committee, 2015-2017
 Course Evaluation Bias Review Subcommittee, 2015-2017
 Department of Business Administration PhD Selection Committee, 2014-present USC
 Institutional Review Board member, 2004-2012
 Marshall School Behavioral Lab committee, 2006-2012
 Management & Organization recruiting committee, 2004-2005, 2005-2006
 Management & Organization doctoral program committee, 2005-2012
 Management & Organization MBA program committee, 2007-2012
 Management & Organization subject pool coordinator, 2003-2012

Engagement

Media:

The Australian (Feb 20, 2017), *Uncertainty the new norm in world of Brexit and Donald Trump*
 InTheBlack (March 1, 2017), *Why it pays to be sceptical of scientific studies*
 Australian Financial Review (Oct 1, 2018), *ABC board must shoulder responsibility for Michelle Guthrie*
 The Australian (November 2019), *Building better conferences by fast-tracking bonding*
 New York Times Australia Letter (Oct 2, 2020), *Australians watching American politics: ???!!!!***\$%#*
 Klein, J. & Overbeck, J. (June 8, 2020). *Why COVID-19 has been a terrible test of working from home*. The Age.
 Australian Financial Review (April 6, 2020), *Top 10 rules for keeping your remote staff sane*
 HRM Online (Oct 15, 2021), *Whatever you say, boss. Is authority bias holding your organisation back?*
 HRM Online (June 20, 2022), *Where does your leadership style sit on the spectrum?*
 HRM Online (Nov 24, 2022), *How HR can deal with bad leaders*
 The New Daily (Feb 8, 2023), *'Tug of War' as employers try to get their employees back in the office.*
 HRM Online (Aug 11, 2023), *How should HR respond to an increasingly polarised workforce?*
 This Working Life podcast (Sept 14, 2023; Nov 8, 2024), *The Art of Negotiation: How to Ask for a Pay Rise; Hybrid Work is Here to Stay—But Have Managers Caught Up?*
 ABC Radio, Victorian Evenings (Aug 27, 2024; October 14, 2024; November 12, 2024), *Group Dynamics; Status; Groupthink*

MBS:

Panel moderator, WILD (Women in Leadership Dinner), 2024
 Podcast guest, 2017, 2020
 Webinar: When home becomes the workplace, 2020
 Webinar: Talking business during crisis, 2020
 Keynote speaker, Scanlon Foundation annual dinner, Jan 2020
 Speaker, AICD Faculty Conference, Sydney, Mar 2020
 Research within Reach, 2019
 Keynote speaker, Women in Management Dinner, 2018
 Keynote speaker, HRINZ (Wellington, NZ), 2016

University of Melbourne:

Presenter on Political Leadership, Pathways to Politics program (2021, 2022, 2023)
 Women are the Business podcast guest, 2020
 Webinar: Business & Economics Alumni Women's Lunch (3 June 2020)
 Panel member: Life beyond coronavirus: The future of work (11 June 2020)
 Panel member: London alumni reception & panel discussion (11 Sept 2019)

Other Professional Experience:

Office of Planning, Budget and Analysis, University of Colorado at Boulder	1998-2001
Research Analyst	
The Princeton Review	
Vice-President of Operations	Denver, Colorado 1994-96
Executive Director	Miami, Florida 1994
Director	Miami, Florida 1992-93

Assistant Director San Diego, California 1991-92

Consulting and workshops: *Applied Qualitative Research Methods*, Pepperdine University, 2011; *Applied Quantitative Research Methods*, Pepperdine University, 2010; Survey research analysis, Women's Resource Center, CU-Boulder, 2000; Research interviewing, Indiana University Smoking Study, 2000; Process change consulting, Office of Consumer Counsel, State of Colorado Department of Regulatory Agencies, 1997.

Professional Organisations and Memberships

American Psychological Association	1996-2014
Society of Personality and Social Psychology	1998-2020
Academy of Management	2002-present
International Association of Conflict Management	2004-present
Society for Organisational Behaviour in Australia	2015-present
Society for Australasian Social Psychology	2017-present