

Prof. Dr. Lauren C. Howe

Department of Business Administration, University of Zurich, Plattenstrasse 14, 8032 Zurich, Switzerland

EDUCATION AND EXPERIENCE

Assistant Professor in Management with a focus on the Future of Work,

Department of Business Administration

University of Zurich, Zurich, Switzerland, *10/2020 – present*

Head of Research,

Center for Leadership in the Future of Work

University of Zurich, Zurich, Switzerland, *10/2020 – present*

Postdoctoral Scholar, Department of Business Administration

University of Zurich, Zurich, Switzerland, *01/2019 – 09/2020*

Postdoctoral Scholar, Department of Psychology

Stanford University, Stanford, California, *10/2017 – 01/2019*

Ph.D. in Social Psychology, Department of Psychology

Stanford University, Stanford, California, *09/2011 – 09/2017*

B.A. in Psychology (with highest distinction) and German Language & Literature

University of Virginia, Charlottesville, Virginia, *08/2006 – 05/2010*

HONORS AND AWARDS

Academy of Management Improving Leadership Research Personal Development Workshop, “Most Promising Faculty Research Proposal,” *08/2019*

Social Personality and Health Network Outstanding Research Award, *01/2016*

Graduate Student Teaching Award for excellence in teaching graduate statistical methods, *05/2014*

Shaper Family Stanford Interdisciplinary Graduate Fellowship (three years of support), *05/2014*

Society for Personality and Social Psychology Graduate Student Travel Award, *02/2014*

National Science Foundation Graduate Research Fellowship (three years of support), *04/2011*

Fulbright English Teaching Assistantship Grant to Germany, *09/2010*

University of Virginia Research Excellence Award in Psychology, *05/2010*

Phi Beta Kappa Honor Society, University of Virginia, *05/2010*

Induction into the Raven Society, the University of Virginia’s oldest honor society, *09/2009*

Psi Chi International Honor Society in Psychology, *09/2009*

Echols Scholar Program, University of Virginia, *08/2006*

RESEARCH GRANTS

Digital Society Initiative Seed Funding for project “Testing digital mini-interventions for fostering emotional intelligence in work groups” (CHF 24,000, PI: Vera Hampel), 12/2021

DIZH Infrastructure & Labs Grant for Future of Work Virtual Reality Lab (CHF 300,000), 04/2021

Digital Society Initiative Seed Funding for project “Mapping global visions of the future of work” (CHF 25,000), 12/2020

University of Zurich Postdoc Forschungskredit Fellowship for project “The power of flaws: How exposing shortcomings can benefit leaders” (CHF 110,274), 06/2019

Robert Wood Johnson Foundation (\$504,857, PI: Dr. Alia Crum), 09/2017

Stanford School of Medicine Presence Center Research Grant (\$4,500), 06/2016

Stanford Vice Provost for Graduate Education Graduate Research Opportunity (\$4,500), 04/2016

Stanford Psychology Department Dissertation Research Funds (\$4,000), 03/2016

Stanford Diversity Dissertation Research Opportunity (\$5,000), 12/2016

Foundation for the Science of the Therapeutic Encounter Research Grant (\$5,000), 11/2016

Norman H. Anderson Research Fund Grant (\$1,000), 09/2015

Stanford School of Medicine Presence Center Research Grant (\$4,450), 09/2015

Stanford Psychology Department Pilot Data Research Grant (\$8,000), 01/2015

Undergraduate Research Grant for independent psychology research (\$500), 01/2010

TEACHING GRANTS

University of Zurich Competitive Teaching Fund (CHF 33,100), 11/2020

University of San Francisco, College of Arts & Sciences Teaching Development Fund (\$968), 10/2016

KEY PEER-REVIEWED PUBLICATIONS

Howe, L.C., Hardebeck, E.J., Eberhardt, J., Markus, H., & Crum, A.J. (conditionally accepted). Patients’ physical responses to healthcare treatments are influenced by provider race and gender. *Proceedings of the National Academy of Sciences*.

Howe, L.C., Carr, P.B., & Walton, G.M. (2021). Normative appeals motivate people to contribute to collective action problems more when they invite people to work together toward a common goal. *Journal of Personality and Social Psychology*, 121(2), 215-238.

Howe, L.C., MacInnis, B., Krosnick, J.A., Markowitz, E., & Socolow, R. (2019). Acknowledging uncertainty impacts public acceptance of climate scientists’ predictions. *Nature Climate Change*, 9, 863-867.

Howe, L.C., Goyer, J.P., & Crum, A.J. (2017). Harnessing the placebo effect: Exploring the influence of physician characteristics on placebo response. *Health Psychology*, 36(11), 1074-1082.

Howe, L.C., & Monin, B. (2017). Healthier than thou? “Practicing what you preach” backfires by increasing anticipated devaluation. *Journal of Personality and Social Psychology*, 112(5), 718-735.

Howe, L.C., & Krosnick, J.A. (2017). Attitude strength. *Annual Review of Psychology*, 68, 6.1-6.25.

ADDITIONAL PEER-REVIEWED PUBLICATIONS

- Howe, L.C.**, Schumann, K., & Walton, G.M. (conditionally accepted). “Am I not human?” Reasserting humanness in response to group-based dehumanization. *Group Processes and Intergroup Relations*.
- Ruvimova, A., Lill, A., Gugler, J., **Howe, L.C.**, Huang, E., Murphy, G., & Fritz, T. (2022). An exploratory study of productivity perceptions in software teams. *Proceedings of the International Conference on Software Engineering (ICSE'22), Pittsburgh, PA, USA, 22 May 2022 – 27 May 2022*. Advance online publication. (A+ computer science conference.)
- Howe, L.C.**, & Menges, J.I. (2021). Remote work mindsets predict emotions and productivity in home office: A longitudinal study of knowledge workers during the Covid-19 pandemic. *Human-Computer Interaction*. Advance online publication.
- Khan, S.*, & **Howe, L.C.*** (2021). Concern for the transgressor’s consequences: An explanation for why wrongdoing remains unreported. *Journal of Business Ethics*, 173, 325-344.
- Sparkman, G., **Howe, L.C.**, & Walton, G.M. (2021). How social norms are often a barrier to addressing climate change but can be part of the solution. *Behavioural Public Policy*, 5(4), 528-555.
- Leibowitz, K.A., **Howe, L.C.**, & Crum, A.J. (2021). Changing mindsets about side effects. *BMJ Open*, 11(2), e040134.
- Hughes, G., Musco, P., Caine, S., & **Howe, L.C.** (2020). Lower limb asymmetry after anterior cruciate ligament reconstruction in adolescent athletes: A systematic review and meta-analysis. *Journal of Athletic Training*, 55(8), 811-825.
- Bradway, M., Leibowitz, K., Garrison, K.A., **Howe, L.C.**, & Årsand, E. (2020). Qualitative evaluations of mHealth interventions: Current gaps and future directions. *Studies in Health Technology and Informatics*, 270, 1041-1045.
- Howe, L.C.**, Leibowitz, K.A., & Crum, A.J. (2019). When your doctor “gets it” and “gets you”: The critical role of competence and warmth in the patient-provider interaction. *Frontiers in Psychiatry*, 10, 475.
- Abeles, A., **Howe, L.C.**, Krosnick, J.A., MacInnis, B. (2019). Perception of public opinion on global warming and the role of opinion deviance. *Journal of Environmental Psychology*, 63, 118-129.
- Howe, L.C.**, Leibowitz, K.A., Perry, M.A., Bitler, J., Block, W., Kaptchuk, T., Nadeau, K., & Crum, A.J. (2019). Changing patient mindsets about non-life-threatening symptoms during oral immunotherapy: A randomized clinical trial. *Journal of Allergy and Clinical Immunology: In Practice*, 7(5), 1550-1559.
- Howe, L.C.**, Hardebeck, E.J., Leibowitz, K.A., & Crum, A.J. (2019). Provider demeanor impacts perceptions of visit length. *Journal of General Internal Medicine*, 34(2), 182-182.
- Howe, L.C.**, & Dweck, C.S. (2016). Changes in self-definitions impede recovery from rejection. *Personality and Social Psychology Bulletin*, 42(1), 54-71.

* denotes equal first authorship.

PAPERS UNDER REVIEW OR REVISION

[Note: actual titles redacted to preserve blind review]

Howe, L.C., Giurge, L.M., Wagner, A.F., & Menges, J.I. (1st round revision at *Academy of Management Discoveries*.) [When business leaders express concerns about people in a crisis.]

Howe, L.C., & Menges, J.I. (under review at *Organizational Behavior and Human Decision Processes*.) [When business leaders share their flaws.]

Howe, L.C., Hentrup, L.J., & Menges, J.I. (under review at *Organization Science*.) [Visions of the future of work.]

Howe, L.C., Shepherd, S., Warren, N.B., Mercurio, K.R., & Campbell, T.H. (working paper to be submitted to the *Journal of Business Ethics*.) [Criticizing groups for wrongdoing.]

Khan, S., **Howe, L.C.**, & Dang, T. (working paper to be submitted to *Organizational Behavior and Human Decision Processes*.) [Stereotypes of professional women with accents.]

McBride, A., Gooty, J., & **Howe, L.C.** (working paper to be submitted to the *Leadership Quarterly*.) [Assumptions in research on leadership and identity.]

PRACTITIONER-ORIENTED PUBLICATIONS

Howe, L.C., Menges, J.I., & Monks, J. (2021). Leaders, don't be afraid to talk about your fears and anxieties. *Harvard Business Review* (digital edition).

Howe, L.C., Jachimowicz, J., & Menges, J.I. (2021). Your job doesn't have to be your passion. *Harvard Business Review* (digital edition).

Khan, S., & **Howe, L.C.** (2020). When work feels like family, employees keep quiet about wrongdoing. *Harvard Business Review* (digital edition).

Gloor, J.L., **Howe, L.C.**, De Cremer, D., & Yam, K.C. (2020). The funny thing about robot leadership... *European Business Review*.

Howe, L.C., Whillans, A., & Menges, J.I. (2020). How to (actually) save time when you're working remotely. *Harvard Business Review* (digital edition).

OP-ED ARTICLES

Howe, L.C., & Leibowitz, K.A. (2019). Can a nice doctor make treatments more effective? *The New York Times*.

Howe, L.C. (2017). When your doctor is fitter than you are. *The New York Times*.

Howe, L.C. (2016). Why is it so tough for some to exercise the ghosts of their romantic pasts? *The Conversation*.

Howe, L.C. (2016). A self-improvement secret: Work on strengths. *Scientific American*.

Howe, L.C. (2016). Why some people take break-ups harder than others. *The Atlantic*.

WHITE PAPERS AND REPORTS

The Chief People Officer of the Future: How is the top people management role changing as the world of work evolves? (2022). *Jointly authored by the University of Zurich and The Adecco Group*.

BOOK CHAPTERS

Howe, L.C., & Krosnick, J.A. (2022). The psychology of public opinion. In Osborne, D., & Sibley, C.G. (Eds.), *Cambridge Handbook of Political Psychology* (pp. 104-117). Cambridge, England: Cambridge University Press.

SELECTED WORKING PAPERS

Howe, L.C., Menges, J.I., & Coté, S. When CEOs used to take your order: The effect of CEO disclosures of working in lower-status jobs on CEO approval.

Howe, L.C., & Menges, J.I. Mindsets about socioemotional skills are more fixed.

Howe, L.C. An individualistic lens to productivity predominates over a relational lens.

Howe, L.C.*, Bastardo, N.*, & Menges, J.I. When disclosing flaws increases leaders' perceived charisma.

Menges, J.I, **Howe, L.C.,** De Schutter, L., & Kern, S. Emotional capital in work relationships: Do daily positive interactions with supervisors buffer employees against set-backs at work?

INVITED ACADEMIC TALKS

University of Pittsburgh, Social Action Lab

University of Zurich

Digitalization Initiative of Zurich Universities (DIZH) Exchange Days

Stanford University, Mind & Body Lab

Harvard University, Behavioral Insights Group PhD Workshop

Stanford University, Political Psychology Research Group

University of Zurich, Department of Business Administration

University of Exeter Business School

Rotterdam School of Management, Erasmus University

Western Washington University, Department of Psychology

University of San Francisco, Cognitive Psychology

University of British Columbia, Health Psychology

University of Washington, Tacoma, Department of Nursing & Healthcare Leadership

Southern Oregon University, Department of Psychology

University of Virginia, Frank Batten School of Leadership and Public Policy

California State University, Los Angeles, Department of Psychology

Chapman University, Department of Psychology

University of Washington, Social Psychology

Stanford University, Department of Psychology

INVITED BUSINESS TALKS

British-Swiss Chamber of Commerce
Microsoft, EMEA Meeting
Lumos Labs, San Francisco
National Press Club, Washington, D.C.

ACADEMIC WORKSHOPS

Howe, L.C., & Menges, J.I. (08/2021). *Shaping a new research agenda on the future of work*. Personal Development Workshop at the annual meeting of the Academy of Management.

ORAL CONFERENCE PRESENTATIONS

Howe, L.C., Menges, J.I., & Côte, S. (05/2022). *When CEOs used to take your order: The effect of CEO disclosure of experience in “unglamorous” jobs on CEO approval ratings*. 5th Interdisciplinary Perspectives on Leadership Symposium.

Howe, L.C., Carr, P.B., & Walton, G.M. (02/2022). *Normative appeals are more effective when they invite people to work together toward a common cause*. Annual meeting of the Society for Personality and Social Psychology.

McBride, A., Gooty, J., & **Howe, L.C.** (11/2021). *Social identity theory and leadership in the neoliberal organization: Challenges and new directions*. Southern Management Association Annual Meeting.

Mercurio, K., Warren, N., Campbell, T., **Howe, L.C.**, & Shepard, S. (10/2021). *Showing dual concern: The world needs to learn how to criticize with care*. Association for Consumer Research Conference.

Howe, L.C., Hentrup, L.J., & Menges, J.I. (08/2021). *The future of work: Mental representations of a changing world of work*. Annual meeting of the Academy of Management.

Menges, J.I., **Howe, L.C.**, De Schutter, L. & Kern, S. (04/2021). *Emotional capital at work: Positive interactions buffer employees against set-backs*. Annual conference of the Society for Industrial and Organizational Psychology.

Howe, L.C., & Menges, J.I. (08/2020). *Mindsets about remote work, but not intelligence, predict emotional adjustment to remote work during the COVID-19 pandemic*. Academy of Management Rapid Research Plenary: COVID-19 and Organizational Behavior.

Howe, L.C., & Menges, J.I. (08/2020). *Mindsets about remote work predict employee well-being in home office: Evidence from the COVID-19 pandemic*. Microsoft New Future of Work Conference.

Howe, L.C., Hentrup, L.J., & Menges, J.I. (08/2020). *More human than machine? The effects of depicting the future of work as relational or technological*. Annual meeting of the Academy of Management.

Howe, L.C. (08/2020). *When it pays to be less than perfect: Entrepreneurs sharing flaws with investors can attract funding*. Annual meeting of the Academy of Management.

Menges, J.I., **Howe, L.C.**, De Schutter, L., & Kern, S. (08/2020). *Relational investments: Daily positive supervisor interactions buffer employees against setbacks*. Annual meeting of the Academy of Management.

ORAL CONFERENCE PRESENTATIONS, continued

- Campbell, T., **Howe, L.C.**, Shepard, S., Warren, N., & Mercurio, K. (05/2020). *Criticizing with care: The persuasive power of dual concern messages*. AMA Marketing and Public Policy Conference.
- Bradway, M., Leibowitz, K., Garrison, K., **Howe, L.C.**, & Årsand, E. (04/2020). *Qualitative evaluations of mHealth interventions: Current gaps and future directions*. 30th Medical Informatics Europe Conference.
- Kahn, S., **Howe, L.C.**, & Rawson, R. (08/2019). *Concern for the transgressor and the self: Two explanations for why transgressions remain unreported*. Annual meeting of the Academy of Management.
- Kahn, S., Dang, T., **Howe, L.C.**, & Nielssen, J. (08/2019). *Stereotypical impressions and job discrimination against the female Southern California accent*. Annual meeting of the Academy of Management.
- Campbell, T., Shepard, S., **Howe, L.C.**, Warren, N., & Mercurio, K. (06/2019). *Start with care: The importance of dual concern in activist messages*. AMA Marketing and Public Policy Conference.
- Howe, L.C.**, & Monin, B. (05/2019). *The threat of flawless leaders: Leader role model behavior can paradoxically turn off those leaders try to inspire*. 4th Interdisciplinary Perspectives on Leadership Symposium.
- Howe, L.C.**, Goyer, J.P., & Crum, A.J. (05/2018). *Harnessing the placebo effect: The influence of physician characteristics on placebo response*. Annual meeting of the Association for Psychological Science.
- Howe, L.C.**, Leibowitz, K.A., Perry, M.A., Block, W., Kaptchuk, T., Nadeau, K. & Crum, A.J. (05/2018). *Patient symptom levels moderate the impact of an oral immunotherapy mindset intervention*. Annual meeting of the Association for Psychological Science.
- Howe, L.C.**, Leibowitz, K.A., Perry, M.A., Block, W., Kaptchuk, T., Nadeau, K., & Crum, A.J. (03/2018). *Symptoms are positive signals: Changing mindsets about side effects to improve oral immunotherapy*. Social Personality and Health Pre-Conference for the annual meeting of the Society for Personality and Social Psychology.
- Howe, L.C.**, Carr, P.B., & Walton, G.M. (03/2018). *Normative appeals are more effective when they invite people to work together toward a common cause*. Annual meeting of the Society for Personality and Social Psychology.
- Abeles, A., **Howe, L.C.**, Krosnick, J.A., MacInnis, B. (03/2018). *How political partisanship shapes perceptions of public opinion on global warming*. Annual meeting of the Society for Personality and Social Psychology.
- Howe, L.C.**, Goyer, J.P., & Crum, A.J. (07/2017). *Positive relationships strengthen the impact of expectations on patient treatment outcomes*. Fifth World Congress on Positive Psychology.
- Howe, L.C.**, & Monin, B. (03/2017). *Physicians who expose unhealthy habits are more effective for overweight patients*. International Convention for Psychological Science.
- Howe, L.C.**, & Goyer, J.P., & Crum, A.J. (02/2017). *Physiological effects of treatment are influenced by patient expectations and practitioner interaction style*. Annual meeting of the Society for Personality and Social Psychology.
- Howe, L.C.**, & Dweck, C.S. (08/2016). *Changes in self-definition impede recovery from rejection*. American Psychological Association's Annual Convention.

ORAL CONFERENCE PRESENTATIONS, continued

- Howe, L.C.**, & Monin, B. (01/2016). *Healthier than thou? When “practicing what you preach” backfires by increasing expected judgment*. Social Personality and Health Pre-Conference for the annual meeting of the Society for Personality and Social Psychology.
- Howe, L.C.**, & Monin, B. (02/2015). *Physician health behavior as a cue of potential judgment in doctor-patient interactions*. Annual meeting of the Society for Personality and Social Psychology.
- Howe, L.C.**, & Monin, B. (02/2014). *Healthier than thou? How physician health affects patient fear of judgment*. Annual meeting of the Society for Personality and Social Psychology.
- Walton, G.M., Carr, P.B., & **Howe, L.C.** (02/2014). *Cues of working together fuel intrinsic motivation and can contribute to the solution of collective action problems*. Annual meeting of the Society for Personality and Social Psychology.
- Howe, L.C.**, MacInnis, B., Krosnick, J. A., Markowitz, E., & Socolow, R. (09/2013). *Confidently uncertain: When expressing uncertainty enhances trust and persuasion*. Annual meeting of the Society of Experimental Social Psychology.

GUEST EDITOR

Academy of Management Discoveries, Special Research Forum on “The Human Side of the Future of Work”, 05/2022

AD-HOC REVIEWER

Academy of Management Discoveries	Journal of Applied Social Psychology
Journal of Organizational Behavior	Climatic Change
Leadership Quarterly	Journal of Environmental Psychology
Journal of Personality and Social Psychology	Personality and Individual Differences
Psychological Science	Learning and Individual Differences
Journal of Experimental Social Psychology	Environment & Behavior
PLOS One	
Personality and Social Psychology Bulletin	
Health Psychology	

SELECTED MEDIA COVERAGE

How to improve well-being during remote work

What's the best plan for a radical new workday? BBC Worklife, January 2021.

When leading by example is intimidating to those who are struggling with shortcomings

Should experts practice what they preach? New research shows a snag in leading by your own example. Insights by Stanford Business, 12/2017.

Physicians who tout well-being may scare off patients, Stanford researcher finds. Stanford Medicine, 07/2017.

Warum das Vorbild nicht zu vorbildlich sein darf [Why role models shouldn't be too exemplary]. Süddeutsche Zeitung, the largest German subscription daily newspaper, 03/2017.

How relationships with medical providers can enhance treatment effectiveness

Portraits on COVID-19 protective gear reveal human faces providing care. Stanford Medicine, July 2017.

**These two things set 'good' doctors apart.* The Paper Gown, 10/2019.

Could your mindset affect how well a treatment works? NPR, 03/2019.

**Improving healthcare by harnessing the social context.* Character & Context, 01/2017.

How beliefs about the self shape whether the pain of rejection lingers

What does 'closure' even mean, anyways? The Science of Us, New York Magazine, 02/2017.

How breakups change your personality. BBC, 12/2016.

To recover faster from rejection, shift your mindset. Harvard Business Review, 04/2016.

Guest star on KQED's show [The Forum](#) discussing research on romantic breakups, 02/2016.

If past breakups still hurt, it may be because of how you see yourself. The Washington Post, 01/2016.

This may be why breakups are harder for some people than others. The Huffington Post, 01/2016.

When scientists communicating uncertainty enhances trust and persuasion

**Can acknowledging uncertainty make scientists more persuasive?* Nature Research Blog, 10/2019.

Stanford research shows how uncertainty in scientific predictions can help and harm credibility. Stanford News, 10/2019.

To encourage climate action, talk up the benefits of adaptation. Scientific American, 10/2019.

Climate worst-case scenario may backfire in activists' campaign: Study. The Huffington Post, March 2013.

**** denotes an article written by me about my research***

TEACHING EXPERIENCE

Graduate teaching

The “Silicon Valley for People”: Using Insights from Global Tech Hubs To Build a Human-Centered Innovation Ecosystem (Masters/PhD)

Fall 2021 (Evaluation: 5.9/6): University of Zurich. Designed and taught intensive project-based seminar class. See the results at: <https://vimeo.com/643416676>

Leadership Research (Masters)

Spring 2020 (Evaluation: 5.8/6), *Spring 2021* (Evaluation: 5.6/6): University of Zurich. Developed and taught seminar class.

Contemporary Readings on Behavior in Organizations (PhD)

Fall 2019, Spring 2020, Fall 2020, Spring 2021, Fall 2021 (Evaluation: 6/6 all semesters): University of Zurich. Organized and led PhD seminar class.

Social Psychology and Public Policy (Masters/PhD)

Spring 2015 (Evaluation: 4.3/5): Stanford University, Teaching Assistant. Assisted with lecture class.

Social Psychology (PhD)

Winter 2014, Winter 2015: Stanford University, Teaching Assistant. Assisted with seminar class.

Statistical Methods for the Behavioral Sciences (Masters/PhD)

Fall 2013 (Evaluation: 4.2/5): Stanford University, Teaching Assistant. Led one section.

Undergraduate teaching

Introduction to Social Psychology

Spring 2017 (Evaluation: 5.7/6), *Spring 2016* (Evaluation: 5.6/6), *Fall 2015* (Evaluation: 5.6/6): University of San Francisco, Adjunct Professor. Designed and delivered lecture classes.

Summer 2014 (Evaluation: 4.5/5): Stanford University, Co-Instructor. Designed and delivered lecture class.

Spring 2013 (Evaluation: Section 1, 4.6/5, Section 2, 4.6/5): Stanford University, Head Teaching Assistant. Led two sections.

Introduction to Psychology

Fall 2016 (Evaluation: 5.5/6): University of San Francisco, Adjunct Professor. Designed and delivered lecture class.

Summer 2017, Summer 2016: Stanford University, Co-Instructor. Designed and delivered lecture classes.

Winter 2014 (Evaluation: 4.7/5), *Winter 2013* (Evaluation: 4.7/5), *Fall 2012* (Evaluation: Section 1 co-taught with undergraduate, 4.1/5, Section 2 solo-taught, 5/5): Stanford University, Teaching Assistant. Led four sections.

Wise Interventions

Fall 2012 (Evaluation: 4.3/5): Stanford University, Teaching Assistant. Led two sections.

ADDITIONAL ACTIVITIES

Community Coordinator for the Digital Society Initiative Community “Work” at the University of Zurich, *Fall 2020 – present*

- Lead interdisciplinary community of scholars researching the effect of digitalization on work, develop and execute program of events for the public

Member of the CareerElixir Women’s Peer Mentoring Group at the University of Zurich, *Spring 2019 – Fall 2021*

- Supported and organized events for female scholars pursuing an academic career

Contributing Editor, Society for Personality and Social Psychology’s “Character & Context” Blog, *Spring 2016 – Fall 2018*

- Recruited science writers and edited posts, assisted managing editors with curation and development of content

Identity in the Classroom Learning Community Member, *Fall 2015 – Spring 2016*

- Participated in year-long learning community on identity and diversity in the classroom

PROFESSIONAL AFFILIATIONS

Academy of Management

Society for Industrial and Organization Psychology

Society for Personality and Social Psychology