

# ERIC LUIS UHLMANN

—CURRICULUM VITAE—

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INSEAD  
Organisational Behaviour Area  
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## Academic Positions

Associate Professor of Management, INSEAD, 2014 ~ Present

Associate Professor of Management, HEC Paris, 2013 ~ 2014

Assistant Professor of Management, HEC Paris, 2010 ~ 2013

Postdoctoral Research Associate, Kellogg School of Management, Northwestern University, 2007 ~ 2010 (*Advisor: Daniel Diermeier*)

## Education

- |           |                                                                                                                                                                     |
|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Fall 2006 | Ph.D., Social Psychology<br>Yale University<br>Dissertation: <i>Toward an understanding of motivated discrimination (Advisor: Geoffrey L. Cohen)</i>                |
| 2003      | M.Phil., Psychology<br>Yale University<br>Thesis: <i>Varieties of social cognition (Advisor: Paul Bloom)</i>                                                        |
| 2002      | M.S., Social Psychology<br>Yale University<br>Master's thesis: <i>Constructed criteria: Redefining merit to justify discrimination (Advisor: Geoffrey L. Cohen)</i> |
| 2000      | B.S., Psychology<br>University of Washington<br><i>Summa Cum Laude, Phi Beta Kappa, Honors Program, National Merit Scholar, Presidential Scholarship</i>            |

## **Research Interests**

Gender stereotyping in the workplace; ethical judgments and behaviors in business contexts; using crowdsourcing to enhance the value-add of science for managers, organizations, and society

## **Publication Statistics**

Total Number of Citations on Google Scholar: 6507 (as of March 23, 2019)  
h-index: 28 (28 papers cited at least 28 times)  
i10-index: 43 (43 papers cited at least 10 times)

## **Journal Articles**

\* *Indicates a graduate, undergraduate, MBA, or postdoctoral student collaborator*

Uhlmann, E.L., \*Ebersole, C., Chartier, C., Errington, T., Kidwell, M., Lai, C.K., McCarthy, R., Riegelman, A., Silberzahn, R., & Nosek, B.A. (in press). Scientific Utopia III: Crowdsourcing Science. *Perspectives on Psychological Science*.

\*Yam, K.C., Barnes, C.M., Leavitt, K., Wei, W., \*Lau, T. C., & Uhlmann, E.L. (in press). Why so serious? A lab and field investigation of the link between morality and humor. *Journal of Personality and Social Psychology*.

\*Eitan, O., \*Viganola, D., Inbar, Y., Dreber, A., Johannesson, M., Pfeiffer, T., Thau, S., & Uhlmann, E. L. (2018). Is scientific research politically biased? Systematic empirical tests and a forecasting tournament to address the controversy. *Journal of Experimental Social Psychology*, 79, 188-199. (First three and last author contributed equally to this project).

Uhlmann, E.L., \*Korniyuchuk, A., & Obloj, T. (2018). Initial prejudices create cross-generational intergroup mistrust. *PLOS ONE*, 13(4), e0194871.

\*Silberzahn, R., Uhlmann, E. L., \*Martin, D., Anselmi, P., Aust, F., Awtrey, E., Bahník, Š., Bai, F., Bannard, C., Bonnier, E., Carlsson, R., Cheung, F., Christensen, G., Clay, R., Craig, M., Dalla Rosa, A., Dam, L., Evans, M. H., Flores Cervantes, I., Fong, N., Gamez-Djokic, M., Glenz, A., Gordon-McKeon, S., Heaton, T. J., Hederos, K., Heene, M., Hofelich Mohr, A. J., Högden, F., Hui, K., Johannesson, M., Kalodimos, J., Kaszubowski, E., Kennedy, D., Lei, R., Lindsay, T. A., Liverani, S., Madan, C. R., Molden, D., Molleman, E., Morey, R. D., Mulder, L. B., Nijstad, B. A., Pope, N. G., Pope, B., Prenoveau, J. M., Rink, F., Robusto, E., Roderique, H., Sandberg, A., Schlüter, E., Schönbrodt, F. D., Sherman, M. F., Sommer, S., Sotak, K., Spain, S., Spörlein, C., Stafford, T., Stefanutti, L., Tauber, S., Ullrich, J., Vianello, M., Wagenmakers, E., Witkowiak, M., Yoon, S., & Nosek, B.A. (2018). Many analysts, one dataset: Making transparent how variations in analytical choices affect results. *Advances in*

*Methods and Practices in Psychological Science*, 1, 337–356. (The first and second author contributed equally to this paper).

*Note: This paper has a minor correction that does not affect the reported findings, paper and correction available here: doi:10.1177/2515245917747646*

- Barnes, C. M., Dang, C., Leavitt, K., \*Guarana, C., & Uhlmann, E. L. (2018). Archival data in micro organizational research: A toolkit for moving to a broader set of topics. *Journal of Management*, 44, 1453-1478.
- Schweinsberg, M., \*Madan, N., Vianello, M., Sommer, S. A., Jordan, J., \*Tierney, W., \*Awtrey, E., Zhu, L., Diermeier, D., Heinze, J., \*Srinivasan, M., Tannenbaum, D., Bivolaru, E., Dana, J., Davis-Stober, C. P., Du Plessis, C., Gronau, Q. F., Hafenbrack, A. C., Liao, E. Y., Ly, A., Marsman, M., Murase, T., Qureshi, I., Schaerer, M., Thornley, N., Tworek, C. M., Wagenmakers, E-J., Wong, L., Anderson, T., Bauman, C. W., Bedwell, W. L., Brescoll, V., Canavan, A., Chandler, J. J., Cheries, E., Cheryan, S., Cheung, F., Cimpian, A., Clark, M., Cordon, D., Cushman, F., Ditto, P. H., Donahue, T., Frick, S. E., Gamez-Djokic, M., Hofstein Grady, R., Graham, J., Gu, J., Hahn, A., Hanson, B. E., Hartwich, N. J., Hein, K., Inbar, Y., Jiang, L., Kellogg, T., Kennedy, D. M., Legate, N., Luoma, T. P., Maibeucher, H., Meindl, P., Miles, J., Mislin, A., Molden, D. C., Motyl, M., Newman, G., Ngo, H. H., Packham, H., Ramsay, P. S., Ray, J. L., Sackett, A. M., Sellier, A-L., Sokolova, T., Sowden, W., Storage, D., Sun, X., Van Bavel, J. J., Washburn, A. N., Wei, C., Wetter, E., Wilson, C., Darroux, S-C., & Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. *Journal of Experimental Social Psychology*, 66, 55-67. (First, second, and last author contributed equally to this paper).
- Uhlmann, E.L., Pizarro, D., & Diermeier, D. (2015). A person-centered approach to moral judgment. *Perspectives on Psychological Science*, 10, 72-81.
- \*Bai, F., Uhlmann, E.L., & Berdahl, J. (2015). The robustness of the Win-Win effect. *Journal of Experimental Social Psychology*, 61, 139–143.
- Berdahl, J., Uhlmann, E.L., & \*Bai, F. (2015). Win-win: Female *and* male athletes from more gender equal countries perform better in international sports competitions. *Journal of Experimental Social Psychology*, 56, 1-3.
- \*Zhu, L., Brescoll, V.L., Newman, G., & Uhlmann, E.L. (2015). Macho nachos: The implicit effects of gender stereotypes on preferences for healthy and unhealthy foods. *Social Psychology*, 46, 182-196.
- Uhlmann, E.L., & Barnes, C.M. (2014). Selfish play increases during high-stakes NBA games and is rewarded with more lucrative contracts. *PLOS ONE*, 9(4), e95745.

- Uhlmann, E.L., & Sanchez-Burks, J. (2014). The implicit legacy of American Protestantism. *Journal of Cross-Cultural Psychology*, *45*, 991-1005. (The two authors contributed equally to this paper).
- \*Heinze, J., Uhlmann, E.L., & Diermeier, D. (2014). Unlikely allies: Credibility transfer during a corporate crisis. *Journal of Applied Social Psychology*, *44*, 392-397.
- Uhlmann, E.L., \*Zhu, L., & Diermeier, D. (2014). When actions speak volumes: The role of inferences about moral character in outrage over racial bigotry. *European Journal of Social Psychology*, *44*, 23-29.
- Uhlmann, E.L., & \*Zhu, L. (2014). Acts, persons, and intuitions: Person-centered cues and gut reactions to harmless transgressions. *Social Psychological and Personality Science*, *5*, 279-285. (The two authors contributed equally to this paper).
- Brescoll, V.L., Uhlmann, E.L., & Newman, G.N. (2013). The effects of system-justifying motives on endorsement of essentialist explanations for gender differences. *Journal of Personality and Social Psychology*, *105*, 891-908.
- Uhlmann, E.L., Heaphy, E., Ashford, S.J., \*Zhu, L., & Sanchez-Burks, J. (2013). Acting professional: An exploration of culturally bounded norms against non-work role referencing. *Journal of Organizational Behavior*, *34*, 866-886. (The first and last author contributed equally to this paper).
- Uhlmann, E.L., \*Zhu, L., & Tannenbaum, D. (2013). When it takes a bad person to do the right thing. *Cognition*, *126*, 326-334. (The first and second author contributed equally to this paper).
- Uhlmann, E.L., & \*Zhu, L. (2013). Money is essential: Ownership intuitions are linked to physical currency. *Cognition*, *127*, 220-229.
- \*Silberzahn, R., & Uhlmann, E.L. (2013). It pays to be Herr Kaiser: Germans with noble-sounding surnames more often work as managers. *Psychological Science*, *24*, 2437-2444.  
*Note: This finding was overturned using a better analytic approach by Silberzahn, Simonsohn, and Uhlmann (2014, CV#49).*
- Uhlmann, E.L., Leavitt, K., Menges, J.I., \*Koopman, J., \*Howe, M.D., & Johnson, R.E. (2012). Getting explicit about the implicit: A taxonomy of implicit measures and guide for their use in organizational research. *Organizational Research Methods*, *15*, 553-601.

- Brescoll, V.L., Uhlmann, E.L., Moss-Rascusin, C., & \*Sarnell, L. (2012). Masculinity, status, and subordination: Working for a gender atypical supervisor causes men to lose status. *Journal of Experimental Social Psychology*, *48*, 354–357.
- Uhlmann, E.L., \*Zhu, L., Pizarro, D.A., & Bloom, P. (2012). Blood is thicker: Moral spillover effects based on kinship. *Cognition*, *124*, 239-243.
- Uhlmann, E.L. (2012). American psychological isolationism. *Review of General Psychology*, *16*, 381-390.
- Uhlmann, E.L., & Nosek, B.A. (2012). My culture made me do it: Lay theories of responsibility for automatic prejudice. *Social Psychology*, *43*, 108-113.
- Bastardi, A., Uhlmann, E.L., & Ross, L. (2011). Wishful thinking: Belief, desire, and the motivated evaluation of scientific evidence. *Psychological Science*, *22*, 731 – 732.
- \*Tannenbaum, D., Uhlmann, E.L., & Diermeier, D. (2011). Moral signals, public outrage, and immaterial harms. *Journal of Experimental Social Psychology*, *47*, 1249-1254.
- Uhlmann, E.L., Poehlman, T.A., \*Tannenbaum, D., & Bargh, J.A. (2011). Implicit Puritanism in American moral cognition. *Journal of Experimental Social Psychology*, *47*, 312-320.
- Brescoll, V.L., Dawson, E., & Uhlmann, E.L. (2010). Hard-won and easily lost: The fragile status of leaders in gender-stereotype-incongruent occupations. *Psychological Science*, *21*, 1640-1642.
- Uhlmann, E.L., Brescoll, V.L., & Machery, E. (2010). The motives underlying stereotype-based discrimination against members of stigmatized groups. *Social Justice Research*, *23*, 1-16.
- Uhlmann, E.L., Pizarro, D.A., \*Tannenbaum, D., & Ditto, P.H. (2009). The motivated use of moral principles. *Judgment and Decision Making*, *4*, 476–491.
- Greenwald, A.G., Poehlman, T.A., Uhlmann, E.L., & Banaji, M.R. (2009). Understanding and using the Implicit Association Test: III. Meta-analysis of predictive validity. *Journal of Personality and Social Psychology*, *97*, 17-41.
- Brescoll, V., & Uhlmann, E.L. (2008). Can angry women get ahead? Status conferral, gender, and workplace emotion expression. *Psychological Science*, *19*, 268-275.
- Uhlmann, E.L., Pizarro, D.A., & Bloom, P. (2008). Varieties of social cognition. *Journal for the Theory of Social Behaviour*, *38*, 293-322.

- Uhlmann, E.L., & Cohen, G.L. (2007). "I think it, therefore it's true": Effects of self perceived objectivity on hiring discrimination. *Organizational Behavior and Human Decision Processes*, 104, 207-223.
- Uhlmann, E.L., Brescoll, V.L., & Paluck, E.L. (2006). Are members of low status groups perceived as bad, or badly off? Egalitarian negative associations and automatic prejudice. *Journal of Experimental Social Psychology*, 42, 491-499.
- Uhlmann, E.L., & Cohen, G.L. (2005). Constructed criteria: Redefining merit to justify discrimination. *Psychological Science*, 16, 474-480.
- Brescoll, V.L., & Uhlmann, E. L. (2005). Attitudes towards traditional and non-traditional parents. *Psychology of Women Quarterly*, 29, 436-445.
- Uhlmann, E.L., & Swanson, J. (2004). Exposure to violent video games increases automatic aggressiveness. *Journal of Adolescence*, 27, 41-52.
- Pizarro, D.A., Uhlmann, E.L., & Bloom, P. (2003). Causal deviance and the attribution of moral responsibility. *Journal of Experimental Social Psychology*, 39, 653-660.
- Pizarro, D.A., Uhlmann, E.L., & Salovey, P. (2003). Asymmetries in judgments of moral blame and praise: The role of perceived metadesires. *Psychological Science*, 14, 267-272.
- Uhlmann, E.L., Dasgupta, N., Elgueta, A., Greenwald A.G., & Swanson, J. (2002). Subgroup prejudice based on skin color among Hispanics in the United States and Latin America. *Social Cognition*, 20, 197-224.

### **Commentaries, Book Chapters, and Data Publications**

- \*Viganola, D., \*Eitan, O., Inbar, Y., Dreber, A., Johanneson, M., Pfeiffer, T., Thau, S., & Uhlmann, E. L. (in press). Datasets from a research project examining the role of politics in scientific research. *Nature: Scientific Data*.
- \*Tierney, W., Schweinsberg, M., & Uhlmann, E. L. (2018). Making prepublication independent replication mainstream. *Behavioral and Brain Sciences*, 41, E153.
- \*Levine, B.R., \*Harrington, J.R., & Uhlmann, E. L. (in press). Culture and work. Chapter to appear in D. Cohen and S. Kitayama, *The Handbook of Cross-Cultural Psychology*.
- \*Landy, J., & Uhlmann, E.L. (2018). Morality is personal. Chapter in K. Gray, & J. Graham (Eds.), *Atlas of Moral Psychology*, pp. 121-132. New York: Guilford.

- \*Tierney, W., Schweinsberg, M., Jordan, J., Kennedy, D. M., Qureshi, I., Sommer, S. A., \*Thornley, N., \*Madan, N., Vianello, M., \*Awtrey, E., Zhu, L., Diermeier, D., Heinze, J., \*Srinivasan, M., Tannenbaum, D., Bivolaru, E., Dana, J., Davis-Stober, C. P., Du Plessis, C. Gronau, Q. F., Hafenbrack, A. C., Liao, E. Y., Ly, A., Marsman, M., Murase, T., Schaerer, M., Tworek, C. M., Wagenmakers, E.-J., Wong, L., Anderson, T., Bauman, C. W., Bedwell, W. L., Brescoll, V., Canavan, A., Chandler, J. J., Cheries, E., Cheryan, S., Cheung, F., Cimpian, A., Clark, M., Cordon, D., Cushman, F., Ditto, P. H., Donahue, T., Frick, S. E., Gamez-Djokic, M., Hofstein Grady, R., Graham, J., Gu, J., Hahn, A., Hanson, B. E., Hartwich, N. J., Hein, K., Inbar, Y., Jiang, L., Kellogg, T., Legate, N., Luoma, T. P., Maibeucher, H., Meindl, P., Miles, J., Mislin, A., Molden, D. C., Motyl, M., Newman, G., Ngo, H. H., Packham, H., Ramsay, P. S., Ray, J. L., Sackett, A. M., Sellier, A.-L., Sokolova, T., Sowden, W., Storage, D., Sun, X., Van Bavel, J. J., Washburn, A. N., Wei, C., Wetter, E., Wilson, C., Darroux, S.-C., & Uhlmann, E. L. (2016). Data from a pre-publication independent replication initiative examining ten moral judgment effects. *Nature: Scientific Data*, 3, 160082. See <http://www.nature.com/articles/sdata201682> and <https://osf.io/g7cu2/#>
- \*Silberzahn, R., & Uhlmann, E.L. (2015). Many hands make tight work: Crowdsourcing research can balance discussions, validate findings and better inform policy. *Nature*, 526, 189-191.
- \*Silberzahn, R., Simonsohn, U., & Uhlmann, E.L. (2014). Matched names analysis reveals no evidence of name meaning effects: A collaborative commentary on Silberzahn and Uhlmann (2013). *Psychological Science*, 25, 1504-1505. (Author order alphabetical).
- Uhlmann, E.L., \*Zhu, L., Brescoll, V.L., & Newman, G. (2014). System justifying motives can lead to both the acceptance and rejection of innate explanations for group differences. *Behavioral and Brain Sciences*, 37, 503-504.
- Uhlmann, E.L., & \*Silberzahn, R. (2014). Conformity under uncertainty: Reliance on gender stereotypes in online hiring decisions. *Behavioral and Brain Sciences*, 37, 103-104.
- Uhlmann, E.L. (2014). The problem of the null in the verification of unconscious cognition. *Behavioral and Brain Sciences*, 37, 42-43.
- Sanchez-Burks, J., & Uhlmann, E.L. (2013). Outlier nation: The cultural psychology of American workways. In M. Yuki & M. Brewer (Eds.) *Culture and Group Processes*, pp. 121-142. New York, NY: Oxford University Press. (The two authors contributed equally to this chapter).
- Uhlmann, E.L. (2013). The logic of moral outrage. *Behavioral and Brain Sciences*, 36, 38.

- Pizarro, D.A., Tannenbaum, D., & Uhlmann, E.L. (2012). Mindless, harmless, and blameworthy. *Psychological Inquiry*, 23, 185-188.
- Uhlmann, E.L., Poehlman, T.A., & Nosek, B. (2012). Automatic associations: Personal attitudes or cultural knowledge? In Jon D. Hanson (Ed.) *Ideology, Psychology, and Law* (pp. 228-260). New York, NY: Oxford University Press.
- Uhlmann, E.L. (2011). Post-hoc rationalism in science. *Behavioral and Brain Sciences*, 34, 214-214.
- Uhlmann, E.L., & Brescoll, V.L. (2010). Bayesian Racism: A modern expression of contemporary prejudice. In Eleanor L. Simon (Ed.) *Psychology of Stereotypes* (pp. 137-150). Hauppauge, NY: Nova Science Publishers.
- Uhlmann, E.L., Poehlman, T.A., & Bargh, J.A. (2009). American moral exceptionalism. In J.T. Jost, A.C. Kay, & H. Thorisdottir (Eds.) *Social and Psychological Bases of Ideology and System Justification*. (pp. 27-52). New York, NY: Oxford University Press.
- Uhlmann, E.L., Poehlman, T.A., & Bargh, J.A. (2008). Implicit theism. In R. Sorrentino & S. Yamaguchi (Eds.) *Handbook of Motivation and Cognition Across Cultures*. (pp. 71-94). St. Louis, MO: Elsevier/Academic Press.
- Uhlmann, E.L., Brescoll, V.L., & Pizarro, D.A. (2007). The motivated use and neglect of base rates. *Behavioral and Brain Sciences*, 30, 284-285.
- Pizarro, D.A., & Uhlmann, E.L. (2005). Do normative standards advance our understanding of moral judgment? *Behavioral and Brain Sciences*, 28, 558-559.

### **Business Cases and Teaching Assignments**

*Note: All business cases (role plays and discussion cases) listed below either have a separate teaching note, a detailed instructor script and references in the PowerPoint deck that serves as the teaching note, or both.*

“The Scholarship Negotiation,” a negotiation role-play with accompanying lecture on “Communication Channels” (written by MBA students \*Pallavi Punvani, \*Nicole Adarme, \*Adnane Benitto, \*Marc Hochar, \*Jakub Kaplan, & \*Howard Zhang under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“The Castaways,” a negotiation role-play with accompanying lecture on “Communication Channels” (written by MBA students \*Austin Dcosta, \*Byron Ascott-Evans, \*Emmanuele Benatti, \*Fernanda Antunes, \*Laura Foo, \*Sam Kaye, and \*Eric Sullivan and Research Assistant \*Rui Ling under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).



“The Newspaper Case,” a negotiation role-play accompanying lecture on “Conflict Resolution” (co-created with Martin Schweinsberg, Horacio Falcão, & \*Warren Tierney).

“Dorado Primavera,” a negotiation role-play with accompanying lecture on “The Seven Elements of a Negotiation” (written by INSEAD MBA students \*Tony Yang, \*Xinyan Fang, \*Tatyana Ivanova, \*Jan Kinsky, \*Eliseon De Lucchi, and \*Nitant Kohli under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and myself).

“Game of Chicken,” a negotiation role-play with accompanying lecture on “Team Negotiations” (written by MBA students \*Bernardo Betley, \*Can Yagli, \*Ciaran Galvin, \*Hailey Hu, & \*Pavani Gulati, under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“The Inheritance,” a negotiation role-play with accompanying lecture on “Mediation” (written by INSEAD PhD student \*Eliza Bivolaru under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and myself).

“The Football Transfer,” a negotiation role-play with accompanying lecture on “Agents” (written by MBA students \*Aditya Prasad, \*Anna Sarre, \*Manuel Janisch, \*Jeremy Leopold-Metzger, & \*Yerlan Minavar under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“The Union Case,” a negotiation strategy and ethics case with accompanying lecture on “Negotiation Ethics” (written by MBA student \*Marcos Bruno under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“The Interrogation,” a negotiation role-play with accompanying lecture on “Lies and Deception” (written by MBA students \*Taylor Sloane, \*Sajeed Rahman, \*Peter Roberts, \*Ian Chu, \*Natalia Feshkova, & \*Hye Jung Min under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“Magos and Tala Comics,” a negotiation role-play and with accompanying lecture on “Negotiating Across Cultures” (written by INSEAD MBA students \*Carmen Ruiz Pozuelo and \*Alessandro Mazzarini under the supervision of Professors Martin Schweinsberg, Horacio Falcão and myself).

“Golden Standard,” a negotiation role-play with accompanying lecture on “Multiparty Negotiations and Stakeholder Engagement” (written by INSEAD MBA students \*Astrid Schrader, \*Julia Snedkova, & \*Xiaolin Tao under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and myself).

“The Roommates” a negotiation role-play with accompanying lecture on “Personality Differences” (written by MBA students \*Katja Smuk, \*Shweta Bagchi, \*Adrien Gilquin, \*Jad Naoum, & \*Jamil Semhat under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“PCE international” a feedback role-play with accompanying lecture on “Giving and Receiving Feedback” (written by MBA students \*Maria Belen Said, \*Daniel Layug, \*Jordan Paton, \*Jiaming Zhang, \*Stephane Nakhle, & \*Tom Niblock Wild under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“Chemical Cleanup” a team role-play accompanying lecture on “Team Decision Making” (written by MBA student \*Tom Niblock Wild under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“Train on Time” a global virtual team exercise and accompanying lecture on “Global Virtual Teams” (written by MBA students \*Deniz Erol, \*Daniel Liao, \*Tom Niblock Wild, \*Oscar Torrico, \*Madiha Javaid, \*Sahil Makker, & \*Viknesh Varan under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“The Indian Mob Boss Negotiation,” a negotiation strategy case with debrief lecture slides (written by an \*anonymous MBA student under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“The Crane Chivalry Case,” “The Gentleman CEO,” “The Consulting Team,” “The Doctor’s Dilemma,” and “The Hands-On Manager” (co-written with Neil Bearden and anonymous MBA students). Brief business cases about ethical issues regarding gender, with accompanying lecture on “The Ethics of Gender in the Workplace.”

“The Face of the Company,” “The Quality Manager,” “The Recruitment Drive,” “Happy to Help the Team?” and “The Company Party.” Brief business cases with accompanying lecture on “Gender and Objectification.” Co-written with Neil Bearden and MBA students \*Thalita Marcondes, \*Amal Alsuhaibani, \*Gavin Gao, \*Aditya Harit, \*Steven Zika, \*Artemis Ailianou, \*Jadapa Anantanikorn, Vladimir Dugin, \*Luiz Victor Rodrigues Goncalves, \*Rohit Mittal, and \*Masis Vardanyan.

“The Conference Call,” “The Token,” “Dangerous Dongles,” and “Due Diligence.” Brief business cases with accompanying lecture on “Political Correctness.” Co-written with MBA students \*Daniela Mordetzki, \*Mai Nguyen Thuy, \*Vaibhav Kashyap, \*Yuhei Ishiguro, \*Spandana Chopra, \*Pietro Di Filippo, \*Moven Liu, \*Cristina Moldovan, and \*Graham Rosen.

“A Liter of Light” (co-created with Phil Parker). An exercise to illustrate the value of creative thinking. Students are asked for their thoughts and feelings about a dark shanty town with empty liter bottles of soda strewn on the streets. Then the instructor reveals the bottles can be used to make a cost-effective light bulb.

“The Dual Career Negotiation” a negotiation role-play and accompanying lecture on “Dual Career Couples” (written by MBA student \*Lara Bekhazi under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“Crossed Wires,” “Otherwise a Great Guy,” and “The Candid Conversation.” Brief business cases with accompanying lecture on “Workplace Challenges of Gay Professionals.” Co-written with MBA students \*Miranda Chan, \*Pasarn Intarangsi, and \*Gian Dapul.

“The INSEAD Influence Challenge,” a public speaking challenge with accompanying lecture on “Influence and Persuasion” (written by MBA students \*Mert Kalkavan, \*Narune Nakayama, \*Isar Ramaswami, \*Ragini Rangarajan, \*Rafael Scalia de Paula, & \*Sophie Wang, under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“Personal Agendas,” a workplace romance and conflict of interest business case with accompanying lecture on “Workplace Romantic Relationships” (written by MBA students \*Clement Hurpin, \*Nina Duarte Anaruma Wu, \*Kyle Lee, \*Karthik Rajeswaran, & \*Ann Alampi under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“Smart Recruiters,” a gender and salary gaps role play with accompanying lecture on “Negotiating Gender in the Workplace” (written by MBA students \*Isha David, \*Walter Fernandez, \*Sami Kahale, \*Trevor Kwong, & \*Geneva Locke under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“Interyou Session” (co-created with Neil Bearden). Independent Study Project. At the beginning of the MBA program, students video record questions for their future self. Their answers are video recorded when they are about to graduate and edited into a conversation with themselves that serves as the basis for a reflection paper.

“Second Order Self Journal” (co-created with Neil Bearden and \*Warren Tierney). Independent Study Project and assignment in executive education programs. The student chooses an aspect of their interpersonal skills they would like to improve. Then they use a website to send electronic messages to themselves in the future, reminding their future self to be more like their second-order self. They also keep a journal of when they received the reminders, what they did in response, and what happened next.

“Someone who impacted you” (co-created with Neil Bearden). Students contact someone who had a large impact on their life without realizing it and share the story with that person and then with the class.

“The Story of Your Study Group Assignment.” Each member of the same student team writes the story of their experiences in the group from his or her own perspective.

“Role-Play for the World” (co-created with Martin Schweinsberg, Horacio Falcão, and Phil Parker). Students write their own teaching role-plays geared towards emerging markets.

“Discussion Case for the World” (co-created with Neil Bearden). Students write their own brief discussion cases geared towards emerging markets.

PowerPoint slides, syllabus, and instructor script from our Crowdsourcing Science PhD course (materials co-created with Martin Schweinsberg and Neil Bearden). Includes lectures on "The Crisis of Confidence in Science," "The Replication Revolution," and "The Open Data Movement." Publicly available at: <https://osf.io/hj9zr/>

Study Group 360 (co-created with \*Warren Tierney). A zero-cost 360 system that allows for the automated creation of individualized feedback reports for students. Compares self-ratings and peer ratings on interpersonal and teamwork skills.

Personality Perceptions Assessment (co-created with \*Katja Smuk and \*Warren Tierney). A zero-cost personality report system that allows for the automated creation of individualized reports. Compares self-ratings and peer ratings on the Big 5 personality traits.

“The Joint Bid Case,” a negotiation role-play with accompanying lecture on “Value Creation” (co-created with \*Warren Tierney, Martin Schweinsberg & Horacio Falcão). We also developed a high school version of this case (\*Tierney, \*Zhou, Schweinsberg, Falcão, & Uhlmann) used in schools in India by an NGO.

“The Art Case,” a negotiation role-play with accompanying lecture on “Value Claiming” (co-created with Martin Schweinsberg, Horacio Falcão, & \*Warren Tierney).

“The Family Loan,” a negotiation role-play with accompanying lecture on “The Seven Elements of a Negotiation” (written by INSEAD MBA student \*Wenshan Yeo under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and myself).

“Crediluna,” a business case with accompanying lecture on “The Seven Elements of a Negotiation” (written by INSEAD MBA student \*Karin del Rey under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and myself).

“The Job Negotiation,” a negotiation role-play with accompanying lecture on “Negotiation Preferences” (co-created with Martin Schweinsberg, Horacio Falcão, & \*Warren Tierney).

“The Dublin Job,” a negotiation role-play with accompanying debrief slides (co-created with Martin Schweinsberg, Horacio Falcão, & \*Warren Tierney).

“WDGT,” a networking simulation with accompanying lecture on “Networks” (written by MBA student \*Katja Smuk under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“The Story of My Study Group Discussion Case,” a set of stories and in-class feedback exercise with accompanying setup slides (written by \*anonymous MBA students under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“Courcerault Communications,” role play exercise with accompanying lecture on “Gender and Work-Family Conflict” (written by MBA students \*Isabelle Pestourie, \*Alberto De Antoni, \*Anthony Le, \*Roni Semaan, \*Apoorv Singh, & \*Valerie Xiong under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“Pavão” role exercise with accompanying lecture on “Introduction to Organizational Behavior” (written by MBA students \*Matthieu Chartier de la Marnierre, \*Eduardo Ferraz, \*Bruce Tang, \*Poornima Kolhar, and \*Jane Chun and doctoral student \*Warren Tierney under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“Sindicato” exercise with accompanying lecture on “Cooperation and Competition” (written by MBA students \*Matheus Carvalho de Souza, \*Nivedh Shetty, \*Nantachatr Yampanth, \*Gaganjit Tandon, \*Mazin Biviji, \*George Osborne, \*Jay Shah, \*Luigi Di Vincenzo, \*Kasia Dudycz, \*Steph De Vuyst, \*Akarsh Dhaiya, and \*Puneet Agrawal under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“The Millionaire Factory,” a role-play with accompanying lecture on “Professional Parenting” (written by MBA students \*Chris Hartman, \*Sola Jagun, \*Ariel Lu, \*Alex McFaul, & \*Theodoor Verheij under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann).

“Global Vision 360,” an exercise with accompanying lecture on “Lie Detection” (written by MBA students \*Ritika Goyal, \*Pavleen Kaur, \*Dosanna Wu, \*Frederic Delannoy, \*Ignacio Sainz Gamez, and \*Temirgali Makato under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“Storytelling Club start-up package” (created by \*Aayush Surana, \*Thuy Bui, \*Andrew Ward, \*Gonzalo Laffitte, \*Frederic Olbert, \*Henry Leitzinger, \*Clement Hurpin, and \*Iqra Shukr under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann). Lecture slides, written instructions, videos, and example stories for students interested in organizing a story club at their school.

“Behind Enemy Lines,” a role play with accompanying lecture on “Team Decision Making” (written by \*Orly Eitan and an \*anonymous MBA student under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“GO-JEK: Managing Organizational Culture During Hypergrowth” a business case addressing motivation in organizations (written by an INSEAD MBA students \*Suryo Sasono, \*Katja Smuk, \*Anjuli Uhlig, \*Enrique Fontana, \*Kevin Kang, & \*Prakher Bajpai under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“North American Firm’s Expansion in India”, a business case on managing across cultures (written by an INSEAD MBA students \*Shriram Venkataramana, \*Abishek Rangadorai, \*Chenchen Gu, \*Lais Paixao, & \*Sameer Ahmed under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“Genius of the Industry,” a business case on the role of interpersonal skills in professional advancement (written by INSEAD MBA students \*Philippe Yeterian, \*Jimena Lopez Berzosa, \*Arthur Wang, \*Francesca Cooper, \*Carl Nasr, \*Tomás Silveira, \*Vili Paraskov, \*Julian Johanes, \*Max Friedman, \*Chen Chowers, and \*Jan Güenthner under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“Garbo,” a negotiation role play about creating and claiming value (written by INSEAD MBA students \*Manish Makhija, \*Maja Holtmann, \*Wharton Wang, \*Valter Roldao, and \*Ayyad Kharbouch under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“Sierscha Solutions,” role play exercise with accompanying lecture on “Introduction to Organizational Behavior” (written by MBA students \*Claire Beatley & \*Jan Günthner [shared first authorship], \*Ashish Damerla, \*Ridwana Ahmed, & \*Alberto Poncela, under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“Project Leader,” role play exercise designed to illustrate workplace misunderstandings (written by MBA students \*Sofija Micovic, \*Niel Wyma, \*Andrew Locke, \*Divya Daniel & \*Alexandre Bridi, under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“Impact Data,” role play exercise designed to teach about difficult conversations and interpersonal feedback (written by MBA students \*Sofija Micovic, \*Niel Wyma, \*Andrew Locke, \*Divya Daniel & \*Alexandre Bridi, under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“A Negotiation to the Bottom,” role play exercise designed to teach about difficult conversations and interpersonal feedback (written by MBA students \*Tommy Mehl, \*Julie Yang, \*Carlotto Corno, \*Rodrigo Fernandez Padilla, and \*Rahul Das, under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“Old School,” “Poetic License,” and “Not a Date.” Brief business cases with accompanying lecture on “Sexual Harassment.” Co-written with INSEAD MBA students \*Kristie Vuong, \*Kristoffer Angerer, \*Qi Liang, \*Ismail Ouhelli, and \*Giuseppe Sicilliani, as well as other \*anonymous students.

“Someone You Don’t Like the Look Of” (co-created with MBA students \*Aleem Bandali, \*Antonio Ceci, \*Camilla Steward, \*Joon Kim, \*Shome Chhabria, & \*Zeynep Danisman). Personal development assignment in which the students selects someone they have an unfavorable first impression of, gets to know them better, and writes about the experience.

### **Selected Media Mentions**

*Harvard Business Review, Business Week, The Wall Street Journal, The New York Times, Fox News, USA Today, CBS News, The Boston Globe, The Pacific Standard, Five Thirty Eight, The Atlantic, Slate, The Washington Post, TIME, The Globe and Mail, Discover Magazine, Salon, The Huffington Post, Psychology Today, Daily Mail, Independent, The Economist.*

### **Honors and Awards**

- |                   |                                                                                                                                                                                                                                                 |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| August 31, 2018   | Dean’s Commendation for Excellence in MBA teaching, INSEAD                                                                                                                                                                                      |
| 2018              | Silver Award from Reimagine Education in the MBA & Executive Education category for “The Negotiations Course for the World” (with Schweinsberg, Falcão, and Parker).                                                                            |
| December 13, 2017 | Nominee, Best Teacher Award for the INSEAD 17D MBA class for Fontainebleau core courses.                                                                                                                                                        |
| August 23, 2017   | Dean’s Commendation for Excellence in MBA teaching, INSEAD                                                                                                                                                                                      |
| August 4, 2014    | GDO Best Student Paper at the Academy of Management meeting for Silberzahn, Uhlmann, & Zhu (2014), "Pay as she goes: For stereotypically male jobs, women tend to be hired by the hour"                                                         |
| May 16, 2013      | One of five finalists for the 2013 <i>Organizational Research Methods</i> Best Paper Award for Uhlmann et al. (2012), “Getting Explicit about the implicit: A taxonomy of implicit measures and guide for their use in organizational research” |
| May 27, 2005      | Editor's Choice Distinction in <i>Science</i> for Uhlmann & Cohen (2005), “Constructed criteria: Redefining merit to justify discrimination”                                                                                                    |
| 2000-2003         | National Science Foundation Graduate Research Fellowship                                                                                                                                                                                        |

## **Selected Presentations**

- Uhlmann, E. L., Schweinsberg, M., & Silberzahn, R. (2017). *Crowdsourcing science*. Paper presented at the Department of Management and Marketing at the Hong Kong Polytechnic University.
- Uhlmann, E. L., Zhu, L., & Tannenbaum, D. (August, 2017). *The consequences of consequentialism for leaders*. Paper presented at the Academy of Management annual meeting in Atlanta, Georgia.
- Uhlmann, E. L., Zhu, L., & Tannenbaum, D. *Person-centered morality* (2016-2017). Presented at the Sauder School of Business at the University of British Columbia, Morality/Immorality Conference at the University of British Columbia, Leading Edge Workshop on The Process of Explanation at the University of Illinois at Urbana-Champaign, European Association of Social Psychology annual meeting, International Convention of Psychological Science annual meeting, Academy of Management annual meeting, and American Psychological Society annual meeting.
- Silberzahn, R.S., & Uhlmann, E.L. (2016). *Crowdsourcing analysis*. Presentation at the APS Annual Convention, Chicago.
- Uhlmann, E.L., Schweinsberg, M., & The Pipeline Project Team. (2016). *The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline*. Presented at the Asian Management Research Consortium and the Society for Personality and Social Psychology meeting.
- Solal, I., Snellman, K.E., & Uhlmann, E.L. (2015). Women don't mean business? Gender penalty in board appointments. *Academy of Management Proceedings 2015 (1)*, 17138.
- Silberzahn, R., Uhlmann, E.L., & Zhu, L. (August, 2014). *Pay as she goes: For stereotypically male jobs, women tend to be hired by the hour*. Paper presented at the Academy of Management in Philadelphia, Pennsylvania.
- Uhlmann, E.L. (2013). *Biases in leadership evaluations*. Presented at the Department of Management at INSEAD, School of Management at the University of Toronto, School of Hotel Administration at Cornell University, Department of Management at Southern Methodist University, Department of Management at the University of Sussex, and Department of Management at the Hong Kong University of Science and Technology.



- Uhlmann, E.L. (2009-2013). *Redefining merit to justify discrimination*. Presented at the Haas School of Business, HEC Paris International Business School, National University of Singapore Business School, Neuroscience 2013 conference in San Diego, Lally School of Management at the Rensselaer Polytechnic Institute, Fox School of Business at Temple University, the Kellogg School of Management, and the International Society for Justice Research annual meeting.
- Brescoll, V. L. & Uhlmann, E. L. (2010-2011). *Effects of system justifying motives on biological explanations for group differences*. Presented at the Department of Psychology at the University of Massachusetts Amherst, the Department of Psychology at Princeton University, and the International Association of Political Psychology.
- Uhlmann, E.L. (2011). *The implicit influence of culture*. Presented at the Department of Management at the University of Groningen, Department of Psychology at the University of British Columbia, Department of Psychology at Stanford University, Department of Psychology at the University of Washington, Paul Merage School of Business at the University of California-Irvine, and Judge Business School at the University of Cambridge,
- Uhlmann, E.L. (2007-2012) *Implicit Puritanism in American moral cognition*. Presented at the Department of Psychology at Michigan State University, Society for Personality and Social Psychology, and the Academy of Management conference.
- Uhlmann, E.L. (2009). *Illogical influences on judgment and choice*. Presented at the Antai College of Economics & Management at Shanghai Jiao Tong University, and the Monash University School of Business and Economics.
- Uhlmann, E.L. (2009). *The contagious effects of corporate crises*. Presented at the Warrington College of Business Administration at the University of Florida, and the Ford Center at the Kellogg School of Management.
- Pizarro, D.A., Uhlmann, E., Tannenbaum, D., & Ditto, P.H. (2006-2007). *Motivated reasoning about moral principles*. Paper presented at the Annual Society for Judgment and Decision Making conference, and the Summer Institute in Political Psychology at Stanford University.
- Poehlman, T.A., Uhlmann, E.L., Greenwald, A.G., & Banaji, M.R. (2004-2007). *Predictive validity of the Implicit Association Test*. Paper presented at the Academy of Management conference and the Predictive Validity of the IAT conference at Harvard University.
- Brescoll, V.L., & Uhlmann, E.L. (January, 2014). *Hard-won and easily lost: The fragile status of leaders in gender-stereotype-incongruent occupations*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

Silberzahn, R., & Uhlmann, E.L. (2013). *It pays to be Herr Kaiser: Germans with noble-sounding surnames more often work as managers*. Paper presented at the Academy of Management in Orlando, Florida.

Uhlmann, E.L., Brescoll, V.L., & Newman, G. (January, 2012). *The implicit effects of gender stereotypes on preferences for healthy and unhealthy foods*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Tannenbaum, D., Uhlmann, E. L., & Diermeier, D. (January, 2011). *Moral signals, public outrage, and immaterial harms*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Brescoll, V.L., Uhlmann, E.L., Moss-Rascusin, C., & Sarnell, L. (August, 2008). *Denigration by mere association: Working for a gender atypical supervisor leads men to lose status*. Paper presented at the Academy of Management in Anaheim, CA.

### **Research Grants**

- |      |                                                                                                                                           |
|------|-------------------------------------------------------------------------------------------------------------------------------------------|
| 2019 | INSEAD R&D Grant, “A replication ring for priming effects on judgments and behaviors,” €10,000.                                           |
| 2018 | INSEAD R&D Grant, “A creative destruction approach to replication,” €10,000.                                                              |
| 2017 | INSEAD R&D Grant (with Horacio Falcão and Roderick Swaab), “Massive Online Virtual Negotiations,” €10,000.                                |
| 2017 | INSEAD R&D Grant (with Stefan Thau), “Politics in Science,” €9,000                                                                        |
| 2016 | INSEAD R&D Grant (with Stefan Thau and Amitava Chattopadhyay), “Singapore Data Team additional funds,” €25,000                            |
| 2016 | INSEAD R&D Grant (with Horacio Falcão, Martin Schweinsberg, and Sameer Hasija), “Capturing moment to moment negotiation dynamics” €10,000 |
| 2015 | INSEAD R&D Grant (with Martin Schweinsberg, Horacio Falcão, and Stefan Thau), “Three Large-Scale Open Science Projects” €15,000           |

2015	INSEAD R&D Grant, “Stereotyping and Status in the Media” €12,000
2015	INSEAD R&D Grant, “Randomized field experiment comparing the performance of teams and multi-team systems”, €15,000
2015	INSEAD R&D Grant (with Stefan Thau and Amitava Chattopadhyay), “Singapore Data Team (SiDaT)”, €70,000
2014	INSEAD R&D Grant (with Kaisa Snellman), “Crowdsourcing Science”, €10,800
2014	INSEAD R&D Grant (with Kaisa Snellman), “Dynamics of gender inequality”, €12,106
2013	HEC Paris Research Grant
2012	HEC Paris Research Grant
2011	HEC Paris Research Grant
2010	HEC Paris Research Grant
2004-2005	Larry Kramer Fund, Yale University
2004	The Grants-In-Aid-Program, The Society for the Psychological Study of Social Issues

### **Service**

2018-present	Dissertation committee, Juan C. Salcedo, Universidad de Los Andes
2017	Judge for student case-writing competition in the Ethics core course.
2017	Judge for “Applesauce,” a student public speaking contest
2017	Designed OB core course framework for the potential Masters in Management program at INSEAD
2017-present	Faculty sponsor, U.S. recruiting club for MBA students
2017-present	Faculty sponsor, student Storytelling Club

2017-present	Dissertation committee member for Warren Tierney, doctoral candidate at the University of Limerick
2017-present	Dissertation committee, Kraivin Paripont Chintakananda, Singapore Management University.
2017	Dissertation committee, Eliza Bivolaru, INSEAD.
2016-present	Catalyst Mentor for Alice Zhou, Singapore American School (SAS) high school student working to adapt teaching cases for high school audiences.
2016-present	Co-supervisor for Horacio Falcão, SMU and INSEAD. (Horacio is both an SMU PhD student and an INSEAD Professor).
2016-2017	Dissertation committee, Michael Schaerer, INSEAD
2016-present	Dissertation committee, Andres Montealegre, Universidad de Los Andes
2015-present	Co-Founder (with Stefan Thau, Andy Yap, and Amitava Chattopadhyay), Singapore Data Team (SiDaT)
2014	OB PhD Recruiting Committee, INSEAD
2014-present	INSEAD OB Area Curriculum Coordination initiative (with Martin Schweinsberg, & Stefan Thau). We have created a: 1) Curriculum Coordination Google document with a detailed summary of all OB area courses and lectures, and 2) Teaching Dropbox of INSEAD OB area course content.
2013-2017	Dissertation committee, Aleksey Korniychuk, HEC Paris

### **Editorial Boards**

*Journal of Personality and Social Psychology: Attitudes and Social Cognition (2018-)*

### **Reviewer**

*Organizational Behavior and Human Decision Processes, Journal of Applied Psychology, Organization Science, Journal of Management, Psychological Science, Organizational Research Methods, Journal of Experimental Social Psychology, Personality and Social Psychology Bulletin, American Psychologist, Journal of Experimental Psychology: General, Social Psychological and Personality Science, Perspectives on Psychological Science, Personality and Social Psychology Review, Cognition, Cognitive Science, Trends in Cognitive Sciences, MIT Sloan Management*

*Review, Psychology of Women Quarterly, Human Resource Management Review, Sex Roles, Journal of Applied Social Psychology, European Journal of Social Psychology, Journal of Adolescence, Cross Cultural Management: An International Journal, Basic and Applied Social Psychology, Applied Psychology: An International Review, Behavioral and Brain Sciences, Applied Cognitive Psychology, Simulations and Gaming, PLOS ONE, Journal of Conflict Resolution, The Spanish Journal of Psychology, International Journal of Psychology, British Journal of Social Psychology, Language Sciences, New Ideas in Psychology, Journal of Social Psychology, Journal of Consumer Behavior, Journal of Economic Psychology.*

### **Teaching Interests**

Organizational Behavior, Negotiations, Influence and Persuasion, Cross Cultural Management, Judgment and Decision Making, Business Ethics, Managerial and Organizational Cognition, Stereotyping and Prejudice, Diversity, Teams

### **Courses taught**

*Note. Instructor evaluations at INSEAD and HEC Paris are on a scale of 1 (Poor) to 5 (Excellent). Instructor evaluations at the Illinois Institute of Technology and University of Washington use a scale of 0 (Very Poor) to 5 (Excellent).*

Summer 2019	Professor for a half-day session on Influence in an INSEAD Executive Education CSP. (Planned).
Spring 2019	Professor for Organizational Psychology (doctoral course). INSEAD. (Planned)
Winter 2019	Professor for Negotiations (MBA, two sections). INSEAD. Instructor evaluation: 4.7
Spring 2018	Professor for a half-day session on Influence in an INSEAD Executive Education CSP. Instructor evaluation: 4.8
Spring 2018	Professor for a day session on Decision Making in an INSEAD Executive Education CSP. Instructor evaluation: 4.5
Spring 2018	Professor for sessions on Workplace Diversity, Teams, Social Capital, and Interpersonal Skills in an INSEAD Executive Education CSP. Instructor evaluation: 4.1

Winter 2018	Professor, Organizational Behavior (MBA course, four sections). INSEAD. Instructor evaluation: 4.7
Winter 2017	Professor, influence, motivation, diversity, teams, and feedback sessions of the Stibbe executive education program (co-taught with Tom Niblock Wild). INSEAD. Instructor evaluations: 4.6 (Uhlmann), 4.7 (Niblock Wild).
Fall 2017	Professor, Organizational Behavior (MBA course, four sections). INSEAD. Instructor evaluation: 4.7
Winter 2017	Organizational Behavior (MBA course, four sections). INSEAD. Instructor evaluation: 4.6
Winter 2017	Professor, influence, motivation, diversity, teams, and feedback sessions of the Stibbe executive education program. INSEAD. Instructor evaluation: 4.7
Fall 2016	Professor, Negotiation Dynamics, day-long session in INSEAD Executive Education CSP. Instructor evaluation: 4.2
Fall 2016	Professor, Negotiation Dynamics, half-day and day-long sessions in INSEAD Executive Education CSP. Instructor evaluation: 4.3
Spring-Fall 2016	Co-design of 5 wellness interventions and customized 360 <sup>0</sup> for a CSP with Phil Parker, Manuel Sosa, Neil Bearden, Warren Tierney, and Martin Schweinsberg. Also completed 25 sessions of executive coaching for the CSP and recruited and trained two additional coaches to debrief the 360s. Mean unofficial coaching evaluation I received: 4.6 Formal evaluation of customized 360 tool: 4.4 Formal evaluation for coaches I trained: 4.5
Spring 2016	Professor (co-teaching with Martin Schweinsberg and Neil Bearden), Crowdsourcing Science. A PhD boot camp open to all doctoral students in Singapore, with attendees from INSEAD, NTU, NUS, and SMU. Note: PhD courses do not receive teaching evaluations at INSEAD.

Winter 2016	Professor, Organizational Behavior (MBA course, three sections). INSEAD. Instructor evaluation: 4.2
Fall 2015	Professor, Organizational Behavior (MBA, two sections). INSEAD. Instructor evaluation: 4.6
Fall 2015	Professor, Negotiations (MBA course, two sections). INSEAD. Instructor evaluation: 4.4
Winter 2015	Professor, Organizational Behavior (MBA course, three sections). INSEAD. Instructor evaluation: 4.4
Spring 2014	Professor, Cross-Cultural Management (MBA course). HEC Paris. Instructor evaluation: 4.8
Spring 2014	Professor, Cross-Cultural Management (MBA course). HEC Paris. Instructor evaluation: 4.5
Spring 2014	Professor, Cross-Cultural Management (undergraduate course). HEC Paris. Instructor evaluation: 4.2
Fall 2013	Professor, Weapons of Influence (undergraduate course). HEC Paris. Instructor evaluation: 4.9
Fall 2013	Professor, Motivation and Emotion (undergraduate course). HEC Paris. Instructor evaluation: 4.9
Fall 2013	Professor, Human Irrationality (undergraduate course). HEC Paris. Instructor evaluation: 4.2
Fall 2013	Professor, Weapons of Influence (undergraduate course). HEC Paris. Instructor evaluation: 4.3
Spring 2013	Professor, Cross-Cultural Management (MBA course). HEC Paris. Instructor evaluation: 4.3
Spring 2013	Professor, Managing Cross Cultural Differences (PhD seminar). HEC Paris. Instructor evaluation: 4.8
Spring 2013	Professor, Cross-Cultural Psychology of Business (undergraduate course). HEC Paris. Instructor evaluation: 4.1
Fall 2012	Professor, Weapons of Influence (undergraduate course). HEC Paris. Instructor evaluation: 4.4

Fall 2012 Professor, Cross-Cultural Management (MBA course).  
HEC Paris. Instructor evaluation: 3.7

Spring 2012 Professor, Cross-Cultural Psychology of Business  
(undergraduate course). HEC Paris. Instructor  
evaluation: 4.7

Spring 2012 Professor, Negotiations (Part-Time MBA course).  
HEC Paris. Instructor evaluation: 4.3

Spring 2012 Professor, Judgment and Decision Making (PhD seminar).  
HEC Paris. Instructor evaluation: 4.5

Spring 2012 Professor, Negotiations (Full-Time MBA course).  
HEC Paris. Instructor evaluation: 3.9

Spring 2011 Professor, Negotiations (Part-Time MBA course).  
HEC Paris. Instructor evaluation: 3.9

Spring 2011 Professor, Judgment and Decision Making (PhD seminar).  
HEC Paris. Instructor evaluation: 4.8

Spring 2011 Professor, Negotiations (Full-Time MBA course).  
HEC Paris. Instructor evaluation: 3.7

Fall 2009 Professor, Social Basis of Behavior (Social Psychology  
undergraduate course). Illinois Institute of  
Technology. Instructor evaluation: 4.4

Summer 2009 Professor, Human Rationality and Irrationality—Business  
Implications (MBA course). University of  
Washington. Instructor evaluation: 4.5

Summer 2009 Professor, Human Rationality and Irrationality  
(undergraduate course). University of Washington.  
Instructor evaluation: 4.7

Fall 2004 Teaching Assistant, Social Psychology. Instructor: Richard  
Eibach. Yale University.

Fall 2003 Teaching Assistant, Social Psychology. Instructor: Richard  
Eibach. Yale University.

Fall 2001 Teaching Assistant, Introductory Psychology. Instructor:  
Mark Packard. Yale University.



## **Guest lectures**

Spring 2019	Half-day course on negotiation for visiting design students. (Planned).
Spring 2019	Invited lecture for INSEAD alumni in Japan on “Negotiating gender in the workplace.” (Planned).
Spring 2019	Invited lecture on “Team Decision Making” for the Asia-Pacific Business School Librarians Group (Planned).
Spring 2019	Session for prospective executive education participants on “Sexual Harassment in the Workplace” (Planned).
Spring 2019	Guest lecture on “The Replication Revolution” in Prof. Stefan Thau’s Experimental Methods doctoral course. (Planned).
Winter 2019	Invited lecture on “Teaching Decision Making” for course instructors in India, taught via video conference.
Winter 2019	Invited lecture on “Teaching Negotiations” for course instructors in India, taught via video conference.
Winter 2019	Three brief guest lectures on lie detection in the INSEAD Organizational Behavior 1 core course.
Winter 2019	Invited lecture for OUTSEAD, the student LGBT group, on “The workplace challenges of gay professionals”
Winter 2019	Invited lecture for the INSEAD Women in Business Club on “Sexual Harassment”
Fall 2018	Invited lecture on “Direct and Conceptual Replications” in Prof. Phanish Puranam’s doctoral methods course.
Fall 2018	Invited lecture for OUTSEAD, the student LGBT group, on “The workplace challenges of gay professionals”
Fall 2018	Invited lecture for the INSEAD Women in Business Club on “Sexual Harassment”
Fall 2018	Informal lecture for visiting HR executives on “Team Decision Making”

Summer 2018	Invited lecture for the Women in Business Club (WIB) on “Gender in the workplace”
Summer 2018	Invited lecture for OUTSEAD, the student LGBT group, on “The workplace challenges of gay professionals”
Spring 2018	Guest lecture on “The Replication Revolution” in Prof. Stefan Thau’s Experimental Methods doctoral course.
Spring 2018	Invited lecture (over visio) for INSEAD alumni in Japan on “Negotiating gender in the workplace”
Spring 2018	Day course on negotiation for visiting design students.
Spring 2018	Invited lecture for the INSEAD Robin Hood MBA scholarship fundraiser on “The Psychology of Bullshit.”
Winter 2018	Series of lectures for MBA partners on information diversity in teams, gender and negotiation, lie detection, and communication channels.
Spring 2018	Invited lecture on “Teaching Negotiations” for course instructors in Pakistan, taught via video conference.
Spring 2018	Invited lecture on “Gender and Work-Family Conflict” for INSEAD Women’s 50 event celebrating International Women’s Day
Winter 2018	Invited lectures for the INSEAD Women in Business Club on “Diversity Dilemmas,” “Gender and Objectification” (repeated twice), “Workplace Romantic Relationships,” “Dual Career Negotiations,” (repeated twice) and “Professional Parenting” (repeated twice).
Winter 2018	Invited lecture for OUTSEAD, the student LGBT group, on “The workplace challenges of gay professionals”
Winter 2018	Open lecture on “The Psychology of Bullshit”
Fall 2017	Day course for INSEADERS and the Women in Business Club on “Gender and Salary Negotiations,” “Workplace Romantic Relationships,” and “Dual Career Negotiations”

- Fall 2017 Two invited lectures for the INSEAD Robin Hood MBA scholarship fundraiser on “The Psychology of Bullshit” and “Political Correctness.”
- Fall 2017 Invited lecture on “Implicit Stereotyping and Prejudice” for Executive Education OEP directed by Professor Phil Parker on “Business Strategies for HR Leaders.”
- Fall 2017 Session for prospective executive education participants on “Dual Career Negotiations,” co-taught with Lara Bekhazi.
- Fall 2017 Master class on “The Replication Revolution” for PhD students at The Hong Kong Polytechnic University.
- Fall 2017 Invited lectures for the INSEAD Women in Business Club on “Diversity Dilemmas,” “Dual Career Negotiations,” (repeated twice) and “Gender and Objectification” (repeated twice). Co-taught with Geneva Locke and Sehrish Saud.
- Fall 2017 Open lecture on “The Psychology of Bullshit”
- Fall 2017 Lectures for INSEAD staff and MBA partners on “Lie Detection,” “Cross-Cultural Negotiations,” “Communication Channels,” “Global Teams,” and “Decision Making” (co-taught with Shachi Madhogaria).
- Summer 2017 Flip lectures on the “Personality Perceptions Report” and “Study Group 360” for INSEAD coaches.
- Summer 2017 Day Class on “Advanced Negotiations” in Madrid, Spain for alumni.
- Summer 2017 Day course for alumni and others on “Multiparty negotiations and stakeholder engagement” co-taught with Prof. Horacio Falcão.
- Spring 2017 Guest lecture on “Prediction surveys” in Prof. Phil Parker’s doctoral course on research methods.

Spring 2017	Guest lecture on “The Replication Revolution” in Prof. Stefan Thau’s the Experimental Methods doctoral course.
Spring 2017	Session for the launch of the Women in Business Club of Belgium on “Gender in the Workplace” Instructor evaluation ( <i>1 = Poor, 5 = Excellent</i> ): 4.8 (co-taught with Kay de Gier)
Spring 2017	Master Class in Belgium for prospective MBA and EMBA students on “The Three Negotiations”
Spring 2017	Three invited lectures for the INSEAD Robin Hood MBA scholarship fund on “The Psychology of Bullshit” (repeated twice) and “Political Correctness.”
Spring 2017	Three invited lectures for the INSEAD Women in Business Club on “Social Stereotyping,” “Negotiating Gender in the Workplace,” and “Gender and Objectification.”
Spring 2017	Session at the Asian Management Research Conference on writing impactful doctoral dissertations (co-taught with Phanish Puranam).
Spring 2017	Brief presentation in an INSEAD CSP on “Interpreting your 360 report” and 5 sessions of executive coaching (unrated).
Winter 2017	“Fundamentals of Value Negotiation.” Two day long negotiations training course for INSEAD staff and MBA partners.
Winter 2017	Two open lectures on “The Psychology of Bullshit.”
Winter 2017	Lectures for the INSEAD Women in Business Club on “Gender and Ethics” and “Negotiating Gender in the Workplace.”
Fall 2016	Invited lecture for the Robin Hood fundraiser and Women in Business Club on “The Ethics of Gender in the Workplace”
Fall 2016	“Teaching Negotiations.” Session for PhD students on teaching negotiations and developing cases.

Fall 2016	“Fundamentals of Value Negotiation.” A two-day negotiations training course for INSEAD staff and MBA partners.
Fall 2016	Lecture for prospective INSEAD MBA students using our student-written case, “The Union Negotiation”
Fall 2016	Guest lecture by video conference, Research Methods PhD course at the Universidad de Los Andes.
Spring 2016	“Fundamentals of Value Negotiation.” A half-day negotiations training course for INSEAD staff and MBA partners.
Spring 2016	PhD MOOC on Crowdsourcing Science. Three lectures video recorded for later viewing by PhD students at INSEAD and other institutions.
Spring 2016	Invited lecture for the INSEAD Robin Hood MBA scholarship fund on “The Moral Psychology of Capitalism and Philanthropy”
Spring 2016	“Fundamentals of Value Negotiation.” A day-long negotiations mini-course for MBA partners and INSEAD staff.
Winter 2016	“Fundamentals of Value Negotiation.” A day-long negotiations mini-course for MBA partners (repeated twice).
Winter 2016	Invited lecture for the INSEAD Women in Business Club on “Negotiating Gender in the Workplace”
Winter 2016	Invited lecture for the INSEAD Women in Business Club on “Gender and Objectification in the Workplace”
Fall 2015	Invited lecture for OUTSEAD Spirit Day student event in Singapore on “Implicit Stereotyping and Prejudice”
Fall 2015	Invited lecture for the INSEAD Robin Hood MBA scholarship fund on “Gender Stereotyping”
Fall 2015	Open Lecture, “The Moral Psychology of Capitalism”

Fall 2015	Invited lecture for Spirit Day student event in Fontainebleau on “Implicit Stereotyping and Prejudice”
Fall 2015	Open Lecture on “Lie Detection”
Fall 2015	Open Lecture, “Virality: What makes things catch on?”
Summer 2015	Invited lecture for the INSEAD Sustainability Executive Roundtable on “The Insidious Power of Implicit Stereotypes”
Spring 2015	Guest lecture, “Deception and Deceit” for Prof. Andy Yap’s INSEAD MBA course Power and Politics.
Spring 2015	Guest lecture, “Virality: Why Things Catch On” for Prof. Philip Parker’s INSEAD MBA course on Strategies for the Bottom of the Pyramid.
Spring 2015	Invited lecture for the INSEAD Robin Hood MBA scholarship fund on “The Moral Psychology of Capitalism and Philanthropy”
Spring 2015	Two open lectures on “Nudges”
Spring 2015	Crowdsourcing Science. Doctoral Master Class at the Asian Management Conference 2015. (Co-taught with Prof. Stefan Thau)
Spring 2015	Invited lecture for the INSEAD Women in Business Club on “Managing Gender in the Workplace”
Summer 2009	Two guest lectures, Social Psychology. Instructor: Margaret Marshall. Seattle Pacific University.
Spring 2009	Six guest lectures, Advanced Quantitative Methods. Instructor: Laura Little. University of Washington.
November 11, 2004	Guest lecture (“Implicit attitudes and beliefs”), in Social Psychology. Instructor: Richard Eibach. Yale University.
July 19, 2004	Guest lecture (“Automatic thinking: Social cognitive research into the unconscious”), in Introductory Psychology. Instructors: Keisha Burdick and Gregory Walton. Yale University.

April 10, 2003                      Guest lecture (“Implicit measures of attitude”), in Prejudice and Political Intolerance. Instructor: Donald Green. Yale University.

October 15, 2002                      Guest lecture (“Unconscious effects of violent media”), in Media and Society. Instructor: Jerome Springer. Yale University.

**Supervision of Student Independent Study Projects (ISPs)**

*Note: Not all ISPs were done for official credit*

Spring 2016-present                      ISPs by INSEAD MBA students Katja Smuk, Maria Belen Said, Stephane Nakkle, Tom Niblock Wild, Pallavi Punvani, Taylor Sloane, Tomas Zbynovsky, Kumud Ghimore, Hye Jung Min, Nivedh Shetty, Sabrina Lakhani, Lara Bekhazi, Aly Madhavji, Fernanda Antunes, Eric Sullivan, Bernardo Bentley, Can Yagli, Marcos Bruno, Aditya Prasad, Casilda Alvarez, Diogo Duarte, Yerlan Minavar, Manuel Janisch, Anchal Goel, Hitesh Bhuraria, Giovanni Nati, Ara Khararjian, Tanay Arora, Hye Jung Min, Akmal Ahatov, Mikhail Evdokimovskiy, Tyson Bodkin, Aayush Surana, Shruti Arora, Puneet Agrawal, Eunice Ofori, Sid Chauhan, Erwin Saputra, Chris Hartman, Claire Beatley, Jane Chun, Eduardo Ferraz, and Jan Guenther, Alak Renukuntla, Geneva Locke, Bruce Tang, Matthieu Chartier de la Marnierre, Isha David, Puneet Agrawal, Ritika Goyal, Olivier Lemarchand, Zachary D’Ooge, Veit Dinges, Ricardo Almeida, Shriram Venkataramana, Luca Borsani, Lana Abdallah, Manish Makhija, Vili Paraskov, Jovana Jovic, Ralph Koyess, Stephen Mari, Giuseppe Siciliani, Dosanna Wu, Omer Rosenblum, & Tina Verma, further developing and piloting their teaching cases.

Winter 2019-present                      ISP developed a curriculum on LGBT issues with INSEAD MBA student Ty Green

Spring 2018                                  ISP on crowdsourcing in business with INSEAD MBA student Puneet Agrawal

Spring-Fall 2017                              ISP by INSEAD MBA students Bryan Gunawan and Amit Baranwal, developing brief business cases to accompany a book on communication and conflict.

Fall 2017	ISPs by INSEAD MBA student Masis Vardanyan, Hyejung Min, Abdulrahman Alsamarrai, Karan Bangia, Wassim Barbar, Anna Wang, Katerina Paligianni, and Sharmeen Shehabuddin using the Uhlmann (2017) “Story of Your Study Group” exercise.
Winter-Spring 2017	ISP by INSEAD MBA student Veronica Zhou on social connections.
Winter 2016	ISP by INSEAD MBA student Rashmi Kabra on Philanthropy and Leadership.
Winter 2016	ISP by INSEAD MBA student Cherian Joseph on Negotiations in Emerging Markets.
Winter 2016-present	ISPs by INSEAD MBA students Hsia-Ping Liu, Daniel Layug, Ibrahim Cherkaoui, Liquian Lim, Max Waldron, Shiv Sharma, Sam Burrell, Clare Tao, Dimitri Lukash, Leslie Downes, Tracy Okoroike, Jules Fakoury, Nathalie Alphonse, Giovanna Dughera, Pratik Akhairamka, Miranda Chan, Dian Yu, Adrien Gilquin, Carl El Hage, Tarun Yadav, Heta Jangla, Manya Aggarwal, Shruti Arora, Marjorie Kauffmann, Poornima Kolhar, Pooja Bhurke, Abishek Rangadorai, Adeela Tajdar, Lucy Wang, Manish Makhija, Jenna Nicholls, Eugene Lau, Scarlett Jiang, & Roman Steiner using the Bearden, Tierney, & Uhlmann (2015) Second-Order Self Journal.
Spring 2016-present	ISPs by INSEAD MBA students Clemence Ollivier, Jerome Routhier Turcotte, Cindy Tan, Anton Oliver, Guillaume Pigot, Nico Dehnert, Karan Kunjur, Casilda Alvarez, Diogo Duarte, Raphael Hung, Hadi Alaghehband, Vili Paraskov, Jay Shah, Ryan Nguyen, Delia Dornescu, Claire Karoubi, & Iqra Shukr using the Uhlmann & Bearden (2015) Interyou Session exercise.
Fall 2015	ISP by INSEAD MBA student Ria Thomas George on Negotiation and Power in Indian Organizations.
Fall 2015	ISP by INSEAD MBA student Monica Maestre, a randomized field experiment on online marketing.
Summer 2015	ISP by INSEAD MBA student Pierre Ebner on diversity in the banking industry.



## **Archival datasets made publicly available online**

Data from a large scale initiative crowdsourcing the testing of research hypotheses (Landy et al., 2018). <https://osf.io/9jzy4/>

Data from a study examining politics in science (Eitan et al., 2018). <https://osf.io/zhf98/>, <https://osf.io/vtyg4/>, and <https://osf.io/jh47m/>

Data from simulating intergroup mistrust using agent-based modeling (from Korniychuk, Uhlmann, & Obloj, 2015). [https://osf.io/452nr/?view\\_only=75325ed7615841a69a6d4b04c0aa8058](https://osf.io/452nr/?view_only=75325ed7615841a69a6d4b04c0aa8058)

Referee red card decisions across four major European soccer leagues (dataset from Silberzahn, Uhlmann, Martin, and colleagues, 2015). <https://osf.io/gvm2z/>

Olympic medal wins and gender inequality across countries (dataset from Berdahl, Uhlmann, & Bai, 2015). [https://osf.io/d4m95/?view\\_only=6774852cf8284246921a3ee2163dd4b2](https://osf.io/d4m95/?view_only=6774852cf8284246921a3ee2163dd4b2)

Longitudinal dataset on stop-and-search decisions by the Los Angeles Police Department (datasets and code from Guarana et al., 2016). <https://osf.io/vqtus/>. Based on data originally collected by Ayres and Borowsky (2008)

Names of German managers and employees listed on Xing.com (dataset from Silberzahn, Simonsohn, & Uhlmann, 2014). <https://osf.io/stv79/>

Meta-analysis archive on the predictive validity of Implicit Association Test measures (dataset and supporting materials from Greenwald, Poehlman, Uhlmann, & Banaji, 2009). <http://faculty.washington.edu/agg/bytopic.htm>

## **References**

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