

# ERIC LUIS UHLMANN

—CURRICULUM VITAE—

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INSEAD  
Organisational Behaviour Area  
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## Academic Positions

Professor of Management, INSEAD, 2022 ~ present

Associate Professor of Management, INSEAD, 2014 ~ 2022

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

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|-----------|---|
| Fall 2006 | Ph.D., Social Psychology<br>Yale University<br><i>Dissertation: Toward an understanding of motivated discrimination (Advisor: Geoffrey L. Cohen)</i>                |
| 2003      | M.Phil., Psychology<br>Yale University<br><i>Thesis: Varieties of social cognition (Advisor: Paul Bloom)</i>  |
| 2002      | M.S., Social Psychology<br>Yale University<br><i>Master's thesis: 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: 13,242 (as of November 11th, 2023)  
h-index: 42 (42 papers cited at least 42 times)  
i10-index: 60 (60 papers cited at least 10 times)

## **Journal Articles**

*An asterisk (\*) indicates a collaborator who was a graduate, undergraduate, MBA, or postdoctoral student at the time the primary work on the project was done.*

Schaerer, M., du Plessis, C., \*Nguyen, M., van Aert, R.C.M., \*Tiokhin, L., Lakens, D., Clemente, E., Pfeiffer, T., Dreber, A., Johannesson, M., Clark, C.J., Gender Audits Forecasting Collaboration, & Uhlmann, E.L. (2023). On the trajectory of discrimination: A meta-analysis and forecasting survey capturing 44 years of field experiments on gender and hiring decisions. *Organizational Behavior and Human Decision Processes*, 179, 104280.

Delios, A., \*Clemente, E., \*Wu, T., \*Tan, H., \*Wang, Y., \*Gordon, M., \*Viganola, D., \*Chen, Z., Dreber, A., Johannesson, M., Pfeiffer, T., Generalizability Tests Forecasting Collaboration, & Uhlmann, E. (2022). Examining the context sensitivity of research findings from archival data. *Proceedings of the National Academy of Sciences*, 119(30), e2120377119.

\*Korniychuk, A., & Uhlmann, E.L. (in press). Rebiasing: Managing automatic biases over time. *Frontiers in Psychology*.

Aczel, B.,.... Uhlmann, E.L.... [Many-authored paper] (in press). Consensus-based guidance for conducting and supporting multi-analyst studies. *eLife*.  
<https://elifesciences.org/articles/72185>

Hardy, J. H., III, \*Tey, K.S., \*Cyrus-Lai, W., Martell, R. F., Olstad, A., & Uhlmann, E.L. (2022). Bias in context: Small biases in hiring evaluations have big consequences. *Journal of Management*, 48(3), 657-692.

\*Rohrer, J., \*Tierney, W., Uhlmann, E.,... & Yarkoni, T. (2022). Putting the self in self-correction: Findings from the Loss-of-Confidence Project. *Perspectives on Psychological Science*, 16(6), 1255-1269.

- Schweinsberg, M., \*Feldman, M., \*Staub, N., \*van den Akker, O., van Aert, R., van Assen, M., Liu, Y., ... & Uhlmann, E. (2021). Radical dispersion of effect size estimates when independent scientists operationalize and test the same hypothesis with the same data. *Organizational Behavior and Human Decision Processes*, *165*, 228-249.
- Awtrey, E., \*Thornley, N., \*Dannals, J.E., Barnes, C., & Uhlmann E.L. (2021). Dispersion neglect in performance evaluations. *Organizational Behavior and Human Decision Processes*, *165*, 213-227.
- \*Tierney, W., Hardy, J. H., III., \*Ebersole, C. R., \*Viganola, D., \*Clemente, E. G., \*Gordon, M., \*Hoogeveen, S., Haaf, J., Dreber, A., Johannesson, M., Pfeiffer, T., Huang, J. L., Vaughn, L. A., DeMarree, K.G., Igou, E., Chapman, H., Gantman, A., Vanaman, M., Wylie, J., Storbeck J., Andreychik, M. R., McPhetres, J., Culture and Work Forecasting Collaboration, & Uhlmann, E. L. (2021). A creative destruction approach to replication: Implicit work and sex morality across cultures. *Journal of Experimental Social Psychology*, *93*, 104060.
- \*Tierney, W., Hardy, J. H., III., \*Ebersole, C., Leavitt, K., \*Viganola, D., \*Clemente, E., \*Gordon, M., Dreber, A.A., Johannesson, M., Pfeiffer, T., Hiring Decisions Forecasting Collaboration, & Uhlmann, E. (2020). Creative destruction in science. *Organizational Behavior and Human Decision Processes*, *161*, 291-309.
- \*Landy, J. F., \*Jia, M., \*Ding, I. L., \*Viganola, D., \*Tierney, W., Dreber, A., Johanneson, M., Pfeiffer, T., . . . & Uhlmann, E. L. (2020). Crowdsourcing hypothesis tests: Making transparent how design choices shape research results. *Psychological Bulletin*, *146*(5), 451–479.
- Uhlmann, E.L., \*Ebersole, C., Chartier, C., Errington, T., Kidwell, M., Lai, C.K., McCarthy, R., Riegelman, A., Silberzahn, R., & Nosek, B.A. (2019). Scientific Utopia III: Crowdsourcing Science. *Perspectives on Psychological Science*, *14*, 711-733.
- Yam, K.C., Barnes, C.M., Leavitt, K., Wei, W., \*Lau, T. C., & Uhlmann, E.L. (2019). Why so serious? A lab and field investigation of the link between morality and humor. *Journal of Personality and Social Psychology*, *117*(4), 758–772.
- \*Eitan, O., \*Viganola, D., Inbar, Y., Dreber, A., Johanneson, 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.
- Uhlmann, E.L., \*Korniyuchuk, A., & Obloj, T. (2018). Initial prejudices create cross-generational intergroup mistrust. *PLOS ONE*, *13*(4), e0194871.

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.

\*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*

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.

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.  
*Note: This paper was critiqued by Oswald et al. (2015), JPSP, 108(4), 562–571.*
- 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.
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- 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**

- \*Cyrus-Lai, W., & \*Tierney, W., du Plessis, C., \*Nguyen, M., Schaerer, M., \*Clemente, E., & Uhlmann, E.L. (in press). Avoiding bias in the search for implicit bias. *Psychological Inquiry*.
- \*Cyrus-Lai, W., \*Tierney, W., Schweinsberg, M., & Uhlmann, E.L. (2022). Exposing and overcoming the fixed effect fallacy through crowd science. *Behavioral and Brain Sciences*, 45, e8.
- \*Tierney, W., Schweinsberg, M., & Uhlmann, E. L. (2020). Quantifying the prevalence and adaptiveness of behavioral rationalizations. *Behavioral and Brain Sciences*, 43, e50.
- \*Viganola, D., \*Eitan, O., Inbar, Y., Dreber, A., Johanneson, M., Pfeiffer, T., Thau, S., & Uhlmann, E. L. (2018). Datasets from a research project examining the role of politics in scientific research. *Nature: Scientific Data*, 5, 180236.
- \*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. (2019). Culture and work. 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/#>

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For a list of many-analyst projects, see:  
[https://docs.google.com/document/d/12XICX0UWKLH1RJ9NsSciWxXn4DD0oh4slqd\\_TmKjp0A/edit#](https://docs.google.com/document/d/12XICX0UWKLH1RJ9NsSciWxXn4DD0oh4slqd_TmKjp0A/edit#)
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(The two authors contributed equally to this chapter).
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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.

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Pizarro, D.A., & Uhlmann, E.L. (2005). Do normative standards advance our understanding of moral judgment? *Behavioral and Brain Sciences*, 28, 558-559.

### **Open-Source Business Cases**

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

“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).

“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, & doctoral student \*Warren Tierney, under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and myself).

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

“Jubilee,” a negotiations role play exercise designed to teach about value discovery (written by INSEAD MBA students \*Matthijs De Kempnaer, \*Umair Chishti, \*Jakub Kasperczyk, \*Shantanu Jain, & \*Rodolfo Pelitz, & doctoral student \*Warren Tierney, under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“Augusta,” a coalition-forming exercise (written by INSEAD MBA student \*Omer Rosenblum and INSEAD research assistant \*Wilson Cyrus-Lai under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann). Also includes the optional “Augusta: Round 2”, used to teach about multi-round dynamics in multi-party situations (written by INSEAD MBA students \*Sumit Gupta and \*Puneet Agrawal under

the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Luis Uhlmann).

“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).

“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 Dorado Case,” 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, & \*Nitant Kohli, & doctoral student \*Warren Tierney, under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and 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, & doctoral student \*Warren Tierney, 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, & doctoral student \*Warren Tierney, under the supervision of Professors Martin Schweinsberg, Horacio Falcão and 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 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 “Wokeness.” 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.

“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.

“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).

“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 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 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, & \*Wilson Cyrus-Lai).

“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).

“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 and research assistant \*Wilson Cyrus-Lai under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & 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, research assistant \*Wilson Cyrus-Lai, and postdoctoral student \*Warren Tierney, & 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).

“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 Chowders, and \*Jan Güenthner 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 INSEAD 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).

“Old School,” “Poetic License,” and “Not a Date.” Brief business cases with accompanying lecture on “Sexual Harassment in the Workplace.” 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.

“The Fog of War: Lessons on Influence, Decision Making, and Ethics from the Career of Robert McNamara.” Module on decision making, ethics, and negotiation developed with \*Warren Tierney (University of Limerick), Natalia Karelaia, and Horacio Falcão.

“A Canadian Firm’s Expansion in India,” “Global Traders,” “Mega Engine,” and “Get Some.” Brief business cases with accompanying lecture on “Managing Across Cultures” lecture. Co-written with INSEAD MBA students \*Andrea McCormick, \*Vardan Khachatryan, \*Sid Morakhia, \*Juraj Sikonja, \*Javier Vela, \*Salima Ladhani, \*Mahesha Subramaniam, \*Hasan Bahja, \*Ben Hamilton, \*Ike Perkins, \*Daniel Schmieding, \*Faizan Khan, \*Fangzhu Xu, \*Yosuke Morishita, \*Michel Assaad, & \*Camila Monteiro, \*Shriram Venkataramana, \*Abishek Rangadorai, \*Chenchen Gu, \*Lais Paixao, \*Sameer Ahmed, doctoral student \*Warren Tierney, and Professors Martin Schweinsberg & Horacio Falcão.

“Head of HR,” and “TrustCorp.” Brief discussion cases on sexual harassment with an accompanying lecture “From #MeToo to What Now?” (Written by INSEAD MBA students \*Isha David, \*Walter Fernandez, \*Sami Kahale, \*Trevor Kwong, & \*Geneva Locke under the supervision of Prof. Eric Uhlmann).

“Back to Work,” a maternity leave role-play (written by \*anonymous MBA students, postdoctoral student \*Warren Tierney, and research assistant \*Wilson Cyrus-Lai under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“The Prince”, a three-party negotiation with an accompanying lecture on “Multi-Party Negotiations” (written by INSEAD MBA students \*Radhika Goel, \*Nico Dehnert, \*Varun Goel, \*Arra Khararjian, & \*Giovanni Nati under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann).

“Surfsub”, a team-on-team negotiation with mixed incentives and information pooling challenges (written by INSEAD MIM students \*Raag Sanjay, \*Vasileios Liaros, \*Olivier Moitroux, \*Deepayan Roy, & \*Anna Stepanova under the supervision of Professors Bart Zhou Yueshen, Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann).

“Pivot Bank”, an ethics of disclosure role play (written by INSEAD MBA students \*Gela Go, \*Julia Li, \*Lei Li, & \*Volodymyr Iurasov under the supervision of INSEAD alumnus Ankit Kedia 14D and Professors Professors Martin Schweinsberg, Horacio Falcão, and Eric Luis Uhlmann).

“Lights Out”, an ethically charged team-on-team negotiation role play (written by INSEAD MBA students \*Eva Shen, \*John Rizzetto, \*Jusuf Merukh, & \*Tobias Funke under the supervision of Professors Professors Martin Schweinsberg, Horacio Falcão, & Eric Luis Uhlmann.)

“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, & doctoral student \*Warren Tierney, under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & myself).

“Alien Nations”, an intergroup communication role-play, (written by INSEAD MBA students \*Harry Lee, \*Mathilda Deng, \*Joaquim Taberner Sitjas, & \*Yeongjun Min under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Luis Uhlmann.)

“Ansible Industries” a multi-round, multi-party negotiation exercise (written by INSEAD MBA students \*Alex Cohen, \*Daeun Jeon, \*Vlad Leperlier, \*Yvette Wang, and \*Zonghao Ong under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Luis Uhlmann).

“Fire and Floods”, a team communication challenge (written by INSEAD MBA students \*Olivier Theokritoff, \*Pearl Sun, \*Tanu Kaur, and \*Michael Aw under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Luis Uhlmann).

“Entrepos”, a cross-functional negotiation (written by INSEAD MBA students \*François Voisard, \*Angela Yuan, \*Jozef Fujka, \*Yi Li, and \*DK Lee under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Luis Uhlmann).

“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).

“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).

### **Further Teaching Cases**

“Spiral Flow”, a C-suite negotiation role play (written by INSEAD MBA alumni and students Astrid Schrader, Jonathan Ong, \*Katrina Yavash, and Ankit Kedia, and research assistant \*Wilson Cyrus-Lai, under the supervision of Professors Martin Schweinsberg, Horacio Falcão, & Eric Uhlmann).

“The Remettra Case,” a role-play designed to teaching about LGBT issues in the workplace as well as expatriation negotiations (written by INSEAD alumni Ankit Kedia, MBA students \*Archit Kumar and \*Katrina Yavash, and research assistant \*Wilson Cyrus-Lai under the supervision of Professors Martin Schweinsberg, Horacio Falcão, and Eric Luis Uhlmann).

“Biocore”, a gender in the workplace and repatriation role play (written by INSEAD alumnus Lara Bekhazi, MBA students \*Shelby Lawson, \*Katrina Yavash, & \*Shubhanjali Gupta, and research assistant \*Wilson Cyrus-Lai under the supervision of INSEAD MBA alumni Ankit Kedia and Professors Martin Schweinsberg, Horacio Falcão and Eric Luis Uhlmann).

## **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, Wired, The Economist.*

## **Selected Honors and Awards**

|                    |   |
|--------------------|---|
| 2017-2023          | Dean's Commendation for Excellence in MBA teaching, INSEAD  |
| March 24, 2021     | Winner, Women in Business category at the 2020 EFMD Case Writing Competition for "The Dual Career Negotiation" (with Lara Bekhazi, Martin Schweinsberg, & Horacio Falcão)                             |
| September 16, 2020 | Dean's Commendation for Excellence in MBA teaching, INSEAD  |
| June 23, 2020      | Nominee, Best Teacher Award for the INSEAD 20J MBA class for Singapore core courses.  |
| September 12, 2019 | Dean's Commendation for Excellence in MBA teaching, INSEAD  |
| 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       | 1 of 5 finalists for the 2013 <i>Organizational Research Methods</i> Best Paper Award for Uhlmann et al. (2012), "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., Cyrus-Lai, W., Clemente, E., Tierney, W., Dreber, A., Landy, J., Schweinsberg, M., Liu, Y., and many more colleagues (2022). *Crowdsourcing Science*. School wide seminar at INSEAD.

Discussant, “Finance Crowd Analysis Project”, for the virtual seminar series The Microstructure Exchange

Breznau, N., Botvinik-Nezer, R., Aczél, B., Cyrus-Lai, W., & Uhlmann, E.L. (2021). *Many perspectives on many analysts research: A moderated panel discussion*. Metascience 2021 Conference.

Uhlmann, E., Landy, J., Schweinsberg, M., Silberzahn, R., Tierney, W., and many more colleagues (2020). *Crowdsourcing the early and creative stages of research*. Invited presentation at the Stanford Graduate School of Business and the University of Innsbruck.

Uhlmann, E., Schweinsberg, M., Falcão, H., Swaab, R., Tierney, W., Landy, J., & Parker, P., & many others (2020). *Crowdsourcing Negotiations Research and Teaching*. Video-recorded presentation for “Conversations about Innovations in Teaching, Research, and Technology” with Peter Carnevale.

Schweinsberg, M., Feldman, M., Staub, N., ..., & Uhlmann, E.L. (2019). *Crowdsourcing data analysis: Radical dispersion in estimates when independent scientists operationalize and test the same hypothesis with the same data*. Talk presented at the 2<sup>nd</sup> Morality and Immorality Conference at the Kühne Logistics University, Hamburg, Germany.

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.

Silberzahn, R.S., & Uhlmann, E.L. (2016). *Crowdsourcing analysis*. Presentation at the APS Annual Convention, Chicago.

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.
- 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. (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. (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. (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.

## Service

|              |   |
|--------------|---|
| 2023-present | Co-Founder, INSEAD Negotiation and Conflict Resolution Initiative   |
| 2023-present | Academic Governance Committee (AGC)   |
| 2014-present | Pro bono teaching, such as special lectures for alumni, students, and staff (average of over 100 hours per year from 2019 to 2022 and over 45 hours for the 2022-2023 academic year) <ul style="list-style-type: none"><li>• <i>Sessions for student diversity clubs</i>: Sexual Harassment, Workplace Challenges of Gay Professionals, From #MeToo to What Now, Negotiating Diversity, Diversity Dilemmas</li><li>• <i>Sessions for student scholarship fundraisers</i>: The Moral Psychology of Capitalism and Philanthropy, Bullshit Lecture</li><li>• <i>Session for doctoral students</i>: The Credibility Revolution</li><li>• <i>Courses for INSEAD staff</i>: Teams, Negotiations</li></ul> |
| 2014-present | Supervised over 100 MBA and MIM student Independent Study Projects (ISPs), many of them not for official credit   |
| 2023         | Rapporteur (representative), Bart Yueshen promotion review  |
| 2023-present | INSEAD IRB committee  |
| 2022         | Committee chair, Craig Smith promotion review   |
| 2021-present | Dissertation committee, Kian Siong Tey, INSEAD  |
| 2020         | Committee chair, Horacio Falcão promotion review  |
| 2020         | Rapporteur (representative), Roderick Swaab promotion review  |
| 2017-2018    | Faculty sponsor, student Storytelling Club  |
| 2017-2019    | Dissertation committee member for Warren Tierney, doctoral candidate at the University of Limerick  |
| 2017-2019    | Dissertation committee, Kraivin Paripont Chintakananda, Singapore Management University.  |
| 2017         | Dissertation committee, Eliza Bivolaru, INSEAD.   |
| 2016-2017    | Catalyst Mentor for Alice Zhou, Singapore American School (SAS) high school student working to adapt teaching cases for high school audiences.  |

|              |   |
|--------------|---|
| 2016-2018    | Co-supervisor for Horacio Falcão, SMU and INSEAD.   |
| 2016-2017    | Dissertation committee, Michael Schaerer, INSEAD  |
| 2016-2017    | Dissertation committee, Andres Montealegre, Universidad de Los Andes                            |
| 2015-2017    | 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)     |
| 2013-2017    | Dissertation committee, Aleksey Korniyshuk, 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.*

### **Courses Taught**

Organizational Behavior 1 (MBA core course)  
 Working in Teams (Masters in Management core course)  
 Introduction to Social Psychology (doctoral core course)

Open Science/Crowdsourcing Science (doctoral elective course)  
Organizational Psychology (doctoral elective course)  
Negotiation Dynamics (MBA elective)  
Negotiation Dynamics (GEMBA elective)  
Negotiating Your Career (MBA elective)  
Advanced Online Negotiations (MBA elective)  
Fundamentals of Negotiation (online program), with Roderick Swaab & Horacio Falcão  
Advanced Negotiations (online program), with Roderick Swaab & Horacio Falcão

Ad hoc sessions on teams, negotiations, influence, decision making, communicating across cultures, workplace diversity, stereotyping, and feedback in various company specific programs (CSPs)

### **References**

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University of Chicago  
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Email: [ddiermeier@uchicago.edu](mailto:ddiermeier@uchicago.edu)

Geoffrey L. Cohen  
James T. March Professor in Organizational Studies in Education and Business, and  
Professor of Psychology  
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