

Emma E. Levine

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Open Science Framework page: <https://osf.io/b8jz5/>

ACADEMIC POSITIONS

Booth School of Business, University of Chicago

Associate Professor of Behavioral Science, July 2020 – present

Charles E. Merrill Faculty Scholar, 2017 – present

Assistant Professor of Behavioral Science, 2016 – July 2020

William S. Fishman Faculty Scholar, 2016 – 2017

EDUCATION

The Wharton School, University of Pennsylvania (2016)

Ph.D., Operations, Information, and Decisions – Decision Processes

Dissertation: Navigating the tension between honesty and benevolence

The University of Pennsylvania (2010)

Summa cum laude

B.A. Philosophy, Politics, and Economics – Choice and Behavior concentration

B.S. Economics (The Wharton School), Operations and Information Management – Decision Processes

RESEARCH INTERESTS

Honesty & deception, Ethics, Trust, Prosocial behavior, Behavioral Decision Theory, Social cognition

CAREER AWARDS, PAPER AWARDS, AND GRANTS

- Most Influential Paper Award published 2014-2017: Prosocial Lies: When Deception Breeds Trust, Awarded by the Academy of Management Conflict Management Division
- Inaugural Excellence in PhD Mentoring Award, UChicago Booth School of Business, 2022
- The Honesty Project Grant, awarded by the Templeton Foundation: (\$170,991; PI) “Honesty-values conflicts in politics, medicine, and life,” 2021
- Early Career Award, Awarded by the International Association for Conflict Management, 2020
- APS Rising Star, 2019
- Best Paper Award: People versus policies: Preference reversals when making equivalent choices between individuals and policies that affect individuals, Awarded by the Academy of Management Conflict Management Division, 2019

- Outstanding Dissertation Award: Navigating the tension between honesty and benevolence, Awarded bi-annually by the International Association for Conflict Management, 2017
- Best Empirical Paper Award: Bliss is Ignorance: The Interpersonal Costs of Extreme Happiness, Awarded by the International Association for Conflict Management, 2015
- Best Paper Award: I'm just being honest. Ethical rules enable interpersonal harm, Awarded by the Academy of Management Conflict Management Division, 2018
- Behavioral Economics Small Grant (\$7500): Community Standards of Deception, Awarded by the Russell Sage Foundation, 2015
- Qualtrics Behavioral Research Grant (\$5000): Community Standards of Deception, 2015
- Student Paper Award, Awarded by the SPSP JDM Preconference, 2015; Prosocial lies: When deception breeds trust
- Excellence in Ethics Best Paper Award, Mendoza College of Business, 2014; Awarded annually by the Excellence in Ethics Research Conference, Prosocial lies: When deception breeds trust

PUBLICATIONS (*denotes equal authorship, +denotes mentee/student collaborator)

- +*Jensen, S., *Levine, E.E., *+White, M., +Huppert, E. Lying is ethical, but honesty is the best policy: The desire to avoid harmful lies leads to moral preferences for unconditional honesty. Conditionally accepted at *Journal of Experimental Psychology: General*
- +Huppert, E., Levine, E.E. The devaluation of honest leaders: Causes and solutions (2023). Conditionally accepted at *Academy of Management Perspectives*.
- +Moore, A., Lewis, J., Levine, E.E., Schweitzer, M.E. (2023). Benevolent Friends and High-Integrity Leaders: How Preferences for Benevolence and Integrity Change Across Relationships. Forthcoming at *Organizational Behavior and Human Decision Processes*.
- +Cooper, B., Cohen, T. R., +Huppert, E., Levine, E. E., & Fleeson, W. (2023) Honest Behavior: Truth-seeking, Belief-speaking, and Fostering-understanding. Forthcoming at *Academy of Management Annals*.
- +Huppert, E., +Herzog, N., Levine, E.E., Landy, J. (2023). Being dishonest about dishonesty: The social costs of taking nuanced (but realistic) moral stances. Forthcoming at the *Journal of Personality and Social Psychology*.
- +Munguia Gomez, D., Levine, E.E. (2022). The Policy-People Gap: Decision makers choose policies that would select different applicants than they select when making individual decisions. *Academy Management Journal*, 65(3), 842-869.
- Levine, E.E., +Duncan, S. (2022). Deception and the marketplace for ideas. *Consumer Psychology Review*. 5(1), 33-50.
- Levine, E.E., Lupoli, M. (2022). Prosocial lies: Causes and Consequences. *Current Opinion in Psychology*, 43, 335-340.
- Levine, E.E. (2022). Community standards of deception: Deception is perceived to be ethical when it prevents unnecessary harm. *Journal of Experimental Psychology: General*, 151(2), 410–436
- Yip, J., Levine, E.E., Brooks, A.W., Schweitzer, M.E. (2021). Worry at work: How organizational culture promotes anxiety. *Review of Organizational Behavior*, 40, 100-124.
- +Roberts, A., Levine, E.E., Sezer, O. (2020). Hiding success. *Journal of Personality and Social Psychology*, 120(5), 1261–1286
- +Kirgios, E., +Chang, E., Levine, E.E., Milkman, K., Kessler, J. (2020). Forgoing earnings to signal

intrinsic motivation. *Proceedings of the National Academy of Sciences*, 117(29), 16891-16897.

- ⁺Kassirer, S., **Levine, E.E.**, Gaertig, C. (2020). Decisional autonomy undermines advisees' judgments of experts in medicine and in life. *Proceedings of the National Academy of Sciences*, 117(21), 11368-11378.
- **Levine, E.E.** ⁺Munguia Gomez, D. (2020) "I'm just being honest." When and why honesty enables helping versus harming behaviors. *Journal of Personality and Social Psychology*, 120(1), 33-56.
- Gaertig, C., Barasch, A., **Levine, E.E.**, Schweitzer, M.E. (2019). When does anger boost status? *Journal of Experimental Social Psychology*, 85, 103876.
- **Levine, E.E.**, ⁺Roberts, A., Cohen, T. (2019). Difficult Conversations: Navigating the tension between honesty and benevolence. *Current Opinion in Psychology*, 31, 38-43.
- **Levine, E.E.**, ⁺Wald, K. (2019) Fibbing about your feelings: How feigning happiness in the face of personal hardship affects trust. *Organizational Behavior and Human Decision Processes*, 156, 135-154.
- ⁺Moore A., ⁺Munguia Gomez, D, **Levine, E.E.** (2019). Everyday dilemmas: New directions on the judgment and resolution of benevolence-integrity dilemmas. *Social and Personality Psychology Compass*, 13(7), 1-12.
- Gunia, B.C, **Levine, E.E.** (2019). Deception as competence: The effect of occupation on the judgment and proliferation of deception. *Organizational Behavior and Human Decision Processes*, 152, 122-137.
- **Levine, E. E.**, Cohen, T. R. (2018). You can handle the truth: Mispredicting the consequences of honest communication. *Journal of Experimental Psychology: General*, 147(9), 1400-1429.
- **Levine, E.E.**, ⁺Bitterly, T.B., Cohen, T.R., Schweitzer, M.E. (2018). Who is trustworthy? Guilt-proneness increases trustworthy intentions and behavior. *Journal of Personality and Social Psychology*, Vol 115(3), Sep 2018, 468-494.
- Lupoli, M.J., **Levine, E.E.**, & Greenberg, A.E. (2018). Paternalistic lies. *Organizational Behavior and Human Decision Processes*, 146, 31-50.
- ^{*}**Levine, E. E.**, ^{*}Barasch, A., Rand, D., Berman, J. Z., Small, D. A. (2018). Signaling emotion and reason in cooperation. *Journal of Experimental Psychology: General*, 147(5), 702-719.
- Berman, J.Z., Barasch, A., **Levine, E.E.**, Small, D.A. (2018). Impediments to Effective Altruism: The Role of Subjective Preferences in Charitable Giving. *Psychological Science*, 29(5), 834-844.
- **Levine, E.E.**, Hart, J., Moore, K., Rubin, E. Yadav, K., Halpern, S. (2018). The surprising costs of silence: Asymmetric preferences for prosocial lies of commission and omission. *Journal of Personality and Social Psychology*, 114(1), 29-51.
- Barasch, A., **Levine, E.E.**, Schweitzer, M.E (2016). Bliss is ignorance: How the magnitude of expressed happiness influences perceived naiveté and interpersonal exploitation. *Organizational Behavior and Human Decision Processes*, 137, 184-206.
- **Levine, E.E.**, Schweitzer, M.E. (2015). The affective and interpersonal consequences of obesity; *Organizational Behavior and Human Decision Processes*, 127, 66-84.
- **Levine, E.E.**, Schweitzer, M.E. (2015). Prosocial lies: When deception breeds trust. *Organizational Behavior and Human Decision Processes*, 126, 88-106.
- Berman, J.Z., **Levine, E.E.**, Barasch, A., Small, D.A. (2015). The braggart's dilemma: On the social rewards and penalties of advertising prosocial behavior. *Journal of Marketing Research*, 52(1), 90-104.
- **Levine, E.E.**, Schweitzer, M.E. (2014). Are liars ethical? On the tension between benevolence and honesty. *Journal of Experimental Social Psychology*, 53, 107-117.
- ^{*}Barasch, A., ^{*}**Levine, E.E.**, Berman, J.Z., Small, D.A. (2014). Selfish or selfless? On the signal value of emotion in altruistic behavior. *Journal of Personality and Social Psychology*, 107(3), 393.

WORKING PAPERS (AVAILABLE UPON REQUEST)

- ⁺White, M., **Levine, E.E.**, ⁺Kristal, A. Rules are meant to be broken: The effects of consistency and discretion on interpersonal trust. Under review.
- Halevy, N., Chou, E., **Levine, E.E.**, Schweitzer, M. Trust in Organizational Brokers: An Integrative Model of Network Trust in Organizations. Under review.
- ⁺Duncan, S., **Levine, E.E.**, Small, D. What is wrong with ‘poverty porn’? Understanding moral judgments of charity advertising tactics. Under review.
- **Levine, E.E.** ⁺Kim, Y., ⁺Wallace, L, Perry, S. Walking the Tightrope Between Honesty and Harm: A Theory of Honest Engagement in Difficult Conversations Across People, Context, and Time. *In preparation.*
- ⁺White, M., ⁺King, S., **Levine, E.E.** The good in evil: Decision-makers overestimate the reputational costs of necessary evils. *In preparation.*
- ⁺Munguia Gomez, D., **Levine, E.E.**, Phillips, T. How information about college applicants’ socioeconomic context shapes their evaluation. *In preparation.*
- ⁺Wallace, L, **Levine, E.E.** Attributing misinformation to bias vs. dishonesty. *In preparation.*
- ⁺Kim, Y., Rajen, A., **Levine, E.E.**, Kouchaki, M. The challenges of moral feedback. *In preparation.*
- ⁺Roberts, A., **Levine, E.E.**, Risen, J. Learning to distrust: One untrustworthy experience reduces the expected value of trust. *In preparation.*

CONFERENCE PROCEEDINGS AND INVITED ARTICLES

- ⁺Kassirer, S., **Levine, E.E.**, Kouchaki, M. (2023) A Call to Maximize the Social Impact of Our Research: An Effective Altruism Approach. Forthcoming at *Academy of Management Perspectives.*
- ⁺Ren, B. Hart, E. **Levine, E.E.**, Schweitzer, M.E. (2023) The Shared Responsibility Model of Deception. Forthcoming at *Current Opinion in Psychology*
- ⁺Munguia Gomez, D. & **Levine, E.E.** (2019). People versus policies: Preference reversals when making equivalent choices between individuals and policies that affect individuals. *Academy of Management Best Paper Proceedings.*
- **Levine, E.E.** (2018) “I’m just being honest.” Ethical rules enable interpersonal harm. *Academy of Management Best Paper Proceedings.*
- Gaspar, J.P, **Levine, E.E.**, Schweitzer, M.E. (2015) Why We Should Lie. *Organizational Dynamics*, 44(4), 306-309.
- **Levine, E.E.** (2015). Community Standards of Deception. *Academy of Management Best Paper Proceedings.*

OTHER AWARDS

- Best Reviewer Award, *Organizational Behavior and Human Decision Processes*, 2021
- Psi Chi Undergraduate Research Grant (Faculty Advisor) for: The interpersonal consequences of punishment with Michael White, 2019

- Best Paper with Student as a First Author Award: People versus policies: Preference reversals when making equivalent choices between individuals and policies that affect individuals, Awarded by the International Association for Conflict Management, 2019
- Graduate and Professional Student Research Travel Grant Award, Awarded by the The Wharton School, 2015
- Graduate Student Travel Award, Awarded by the Society of Personality and Social Psychology, 2015
- Student Poster Award, Awarded by the Society of Judgment and Decision-Making, 2014
- Paul R. Kleindorfer Scholar Award, 2014; The Wharton School, OID department
- Hans Jacob Heckman Fellowship in Ethics, The Wharton School, 2014;
- Winkelman Fellowship Grant, The Wharton School, 2013-2016
- Dispute Resolution Research Center Grant, Kellogg School of Management, 2013
- Russell Ackoff Student Research Fellowship, The Wharton School, 2012, 2013, 2014

INVITED TALKS

- Yale University, Yale School of Management, Management Seminar (2023)
- SPSP Preconference: “Bringing intragroup processes back to social psychology” (2023)
- Case Western Reserve University (2023), OB Distinguished Speaker Series
- INSEAD, virtual OB Seminar (2022)
- First International Network on Trust seminar series, virtual seminar (2022)
- Academy of Management 2022 Professional Development Workshop: Behavioral Ethics Pecha Kucha Springboard and Networking Session (2022)
- Academy of Management 2022 Professional Development Workshop: The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty (2022)
- University of Pennsylvania, The Wharton School, OIDD Seminar (2022)
- DePaul University, Economics Department (2021)
- University of California San Diego, Rady School of Management Seminar (2021)
- York University, Schulich School of Business, Marketing Seminar (2021)
- The Chicago Council on Planned Giving (2020)
- Northwestern University, Kellogg School of Management, Marketing Seminar (2020)
- Cornell University, BEDR Seminar (2020)
- Harvard University, Harvard Business School, Organizational Behavior Seminar (2019)
- The Helix Center, Round table on Lying (2019)
- Notre Dame University, Mendoza College of Business, Management Seminar (2019)
- Stanford University, Stanford Graduate School of Business, Organizational Behavior Seminar (2019)
- University of Chicago, Department of Anesthesia and Critical Care, Winter CME meeting (2019)
- University of Chicago Law School, Psychology & Law Studies Lab meeting (2019)
- University of Chicago, Pritzker School of Medicine, Center of Health and Social Sciences Seminar (2019)
- University of Chicago, Women's Committee in the Department of Medicine (2019)
- University of Pennsylvania, Perelman School of Medicine, Palliative and Advanced Illness Research Center (PAIR) Seminar (2019)
- University of Pennsylvania, The Wharton School, WSAWBA (Wharton Society for the Advancement of Women in Business Academia) Conference, keynote speaker (2019)
- Wake Forest University, Honesty Project Conference (2019)
- Northwestern University, Kellogg Moral Psychology Summit (2018)

- Northwestern University, Social Psychology Brownbag (2018)
- Northwestern University, Kellogg School of Management, Management Seminar (2018)
- University of Chicago, Booth School of Business, Center for Decision Research Seminar (2018)
- Yale University, Yale School of Management, Marketing Seminar (2018)
- University of Illinois at Chicago, Social/Personality Brown bag (2017)
- University of Virginia, Batten School of Public Policy Seminar (2017)
- Stanford University, Stanford Graduate School of Business, Marketing Seminar (2016)
- University of California, Berkeley, Haas School of Business Management Seminar (2016)
- University of Wisconsin, Madison, Wisconsin School of Business, Management Seminar (2016)
- Yale University, Yale School of Management, Management Seminar (2016)
- Carnegie Mellon University, Center for Behavioral and Decision Research Seminar (2015)
- Carnegie Mellon University, Department of Social and Decision Sciences Seminar (2015)
- Cornell University, Samuel Curtis Johnson Graduate School of Management, Management Seminar (2015)
- Columbia University, Columbia Business School, Management Seminar (2015)
- Harvard University, Harvard Business School, Negotiations, Organizations, and Markets Seminar (2015)
- London Business School, Organizational Behavior Seminar (2015)
- New York University, Stern School of Business, Management Seminar (2015)
- Tilburg University, Tilburg Institute of Behavioral Economics Research Seminar (2015)
- University of California, Los Angeles, Anderson School of Management, Management Seminar (2015)
- University of Chicago, Booth School of Business Center for Decision Research Seminar (2015)
- University of Maryland, Robert H. Smith School of Business, Management Seminar (2015)
- University of Pennsylvania, The Wharton School, OID Seminar (2015)
- University of Texas at Austin, McCombs School of Business, Management Seminar (2015)
- University of Utah, Eccles School of Business, Management Seminar (2015)
- University of Washington, Foster School of Business, Management Seminar (2015)

CONFERENCE PRESENTATIONS (* indicates that I presented)

The Devaluation of Honest Leaders: Causes and Solutions

- *International Association of Conflict Management* Annual Meeting, Thessaloniki (July 2023)
- *Academy of Management* Annual Meeting, Boston, MA (Aug 2023)

When And Why Hypocrisy Is Reputationally Costly

- *International Association of Conflict Management* Annual Meeting, Thessaloniki (July 2023)

Support versus praise: Communicating critical feedback with benevolent honesty

- *International Association of Conflict Management* Annual Meeting, Thessaloniki (July 2023)

Attributing misinformation to bias vs. dishonesty

- *International Association of Conflict Management* Annual Meeting, Thessaloniki (July 2023)
- *Academy of Management* Annual Meeting, Boston, MA (Aug 2023)

Walking the Tightrope Between Honesty and Harm: A Theory of Honest Engagement in Difficult Conversations Across People, Context, and Time

- **International Association of Conflict Management* Annual Meeting, Thessaloniki (July 2023)
- **Honesty Project Conference*, Wake Forest University (Aug 2022, July 2023)

The Good in Evil: Decision-Makers Overestimate the Reputational Costs of Necessary Evils

- *International Association of Conflict Management* Annual Meeting, Thessaloniki (July 2023)
- *Academy of Management* Annual Meeting, Boston, MA (Aug 2023)
- *Society of Judgment and Decision-making* Annual Conference (Nov 2022)

The Importance of Honest and Benevolent Feedback in the Workplace

- *Academy of Management* Annual Meeting, Seattle, WA (Aug 2022)
- *International Association of Conflict Management* Annual Meeting, Ottawa, CA (July 2022)

The reluctance to deliver moral feedback.

- **Academy of Management* Annual Meeting, Seattle, WA (Aug 2022)
- *International Association of Conflict Management* Annual Meeting, Ottawa, CA (July 2022)
- *Association of Consumer Research* Annual Meeting, Denver, CO (October 2023)

Difficult conversations in personal, political, and professional life

- *Academy of Management* Annual Meeting, Seattle, WA (Aug 2022)
- *International Association of Conflict Management* Annual Meeting, Ottawa, CA (July 2022)

Lay perceptions of poverty porn

- *Association of Consumer Research* Annual Meeting, Virtual (Oct 2021)
- *Society for Consumer Psychology* Annual Meeting, (Mar 2022)

Truth-seeking, belief-speaking, and fostering understanding: Introducing a 3-factor model of honesty in organizations

- *Academy of Management* Annual Meeting, Virtual (Aug 2021)
- *International Association of Conflict Management* Annual Meeting, Virtual (July 2021)

Being dishonest about dishonesty The social benefits of taking absolute (but hypocritical) moral stances.

- *Academy of Management* Annual Meeting, Virtual (Aug 2021)
- *International Association of Conflict Management* Annual Meeting, Virtual (July 2021)

(Don't) Curb Your Enthusiasm: Expressing emotion improves perceptions of self-promotion

- *Society of Personality and Social Psychology* Annual Conference, Virtual (Feb 2021)

People adjust their impression of a candidate more based on disadvantage than advantage.

- *Society of Personality and Social Psychology* Annual Conference, Virtual (Feb 2021)
- *Society of Judgment and Decision-making* Annual Conference (Nov 2020)
- *Academy of Management* Annual Meeting, Virtual (Aug 2020, Aug 2021)

The moral judgment of unconditional honesty

- **Society of Judgment and Decision-making* Annual Conference, Montreal (Nov 2019)
- *Academy of Management* Annual Meeting, Virtual (Aug 2021)

The social consequences of absolute moral proclamations.

- *Society of Judgment and Decision-making* Annual Conference, Montreal (Nov 2019)
- *Academy of Management* Annual Meeting, Virtual (Aug 2020, Aug 2021)

Precommitment to moral principles.

- *Society of Judgment and Decision-making* Annual Conference, Montreal (Nov 2019)

Everyday dilemmas: New directions on the judgment and resolution of benevolence-integrity dilemmas.

- *Academy of Management* Annual Meeting, Virtual (Aug 2020)
- *International Association of Conflict Management* Annual Meeting, Dublin (July 2019)
- *Kellogg-Booth Annual Student Symposium*, Chicago, IL (May 2019)

Fibbing about your feelings: How feigning happiness in the face of personal hardship affects trust

- *Society of Personality and Social Psychology* Annual Conference, New Orleans, LA (Feb 2020)
- *Columbia-Stern Annual Student Symposium*, NY, NY (April 2019)
- *International Association of Conflict Management* Annual Meeting, Dublin (July 2019)
- *Academy of Management* Annual Meeting, Boston, MA (Aug 2019)

Hiding One's Success

- *Society of Judgment and Decision-making* Annual Conference, New Orleans (Nov 2018)
- *Society of Consumer Psychology*, Savannah, GA (Feb 2019)
- *International Association of Conflict Management* Annual Meeting, Dublin (July 2019)
- *Academy of Management* Annual Meeting, Boston, MA (Aug 2019)

People versus policies: Preference reversals when making equivalent choices between individuals and policies that affect individuals

- *Kellogg-Booth Annual Student Symposium*, Chicago, IL (March 2018)
- *Society of Judgment and Decision-making* Annual Conference, New Orleans (Nov 2018)
- *Society of Personality and Social Psychology* Annual Conference, Portland, OR (Feb 2019)
- *International Association of Conflict Management* Annual Meeting, Dublin (July 2019)
- *Academy of Management* Annual Meeting, Boston, MA (Aug 2019)

Stakeholders' views on the use of beneficent deception by physicians

- *Society for Medical Decision Making Annual Conference*, Montreal, CA (Oct 2018)

Rules were meant to be broken: The effects of rule-following and discretion on interpersonal trust

- * *Academy of Management* Annual Meeting, Chicago, IL (Aug 2018)
- * *International Association of Conflict Management* Annual Meeting, Philadelphia, PA (July 2018)

The Costs of Autonomy: Decisional Autonomy Undermines Judgements of Experts

- *International Association of Conflict Management* Annual Meeting, Philadelphia, PA (July 2018)
- *Academy of Management* Annual Meeting, Chicago, IL (Aug 2018)
- *Kellogg-Booth Annual Student Symposium*, Chicago, IL (May 2019)

"I'm just being honest." Ethical rules enable interpersonal harm

- * *Academy of Management* Annual Meeting, Chicago, IL (Aug 2018)
- * *International Association of Conflict Management* Annual Meeting, Philadelphia, PA (July 2018)

You can handle the truth: Mispredicting the consequences of honest communication

- * *Academy of Management* Annual Meeting, Atlanta, GA (Aug 2017)
- * *International Association of Conflict Management* Annual Meeting, Berlin, Germany (July 2017)

The surprising costs of silence: Asymmetric preferences for prosocial lies of omission and commission

- * *Society for Judgment and Decision Making* Annual Conference, Vancouver (Nov 2017)

- * *Academy of Management* Annual Meeting, Anaheim, CA (Aug 2016)
- * *International Association of Conflict Management* Annual Meeting, Berlin, Germany (July 2017)

Community standards of deception

- * *Society of Personality and Social Psychology* Annual Conference, San Francisco, CA (Feb 2022)
- * *Society for Judgment and Decision Making* Annual Conference, Boston, MA (Nov 2016)
- * MorL mini-conference, University of Chicago (Nov 2015)
- * *Inequality, Trust and Ethics: Insights from Economics and Behavioral Ethics* Conference, London, UK (May 2015)
- * *International Association of Conflict Management* Annual Meeting, Clearwater Beach, FL (June 2015)
- * *Academy of Management* Annual Meeting, Vancouver, BC. (Aug 2015)

Impediments to Effective Altruism: The Role of Subjective Preferences in Charitable Giving

- *Society for Personality and Social Psychology* Annual Conference, San Antonio, TX. (Jan 2017)

Emotion and reason as signals of cooperation

- *Association for Consumer Research* Annual Conference, Berlin, Germany (Oct 2016)
- * *Society for Judgment and Decision Making* Annual Conference, Chicago, IL (Nov 2015)

Deception as competence: The effect of occupation on ethical judgment and behavior

- *Academy of Management* Annual Meeting, Anaheim, CA (Aug 2016)
- * *Academy of Management* Annual Meeting, Vancouver, BC. (Aug 2015)

Trust the guilty: dispositional and incidental guilt increase trustworthiness.

- *International Association of Conflict Management* Annual Meeting, FL (June 2015)
- *Academy of Management* Annual Meeting, Vancouver, BC. (Aug 2015)

Selfish or Selfless? On the Signal Value of Emotion in Altruistic Behavior.

- *Society of Judgment and Decision-Making* Annual Conference, Toronto, Canada. (Nov 2013)
- * *Academy of Management* Annual Meeting, Orlando, FL. (Aug 2013)
- *Association for Psychological Science*, Washington, DC.

Prosocial lies: When deception breeds trust.

- * *Society of Experimental Social Psychology* Annual Conference, Santa Monica, CA (Oct 2016)
- * *International Convention of Psychological Science*, Amsterdam, NL (March 2015)
- * *Academy of Management* Annual Meeting, Philadelphia, PA. (Aug 2014)
- * *Behavioral Decision Research in Management (BDRM)* Conference, London, UK. (July 2014)
- * *Excellence in Ethics Research Conference*, South Bend, IN (May 2014)
- * *Society for Personality and Social Psychology* Annual Conference, Austin, TX. (Feb 2014)

Bliss is ignorance: Extreme happiness signals naiveté.

- *Association for Consumer Research* Annual Conference, Berlin, Germany (Oct 2016)
- * *Academy of Management* Annual Meeting, Philadelphia, PA. (Aug 2014)
- * *International Association of Conflict Management* Annual Meeting, FL (June 2015)

PROFESSIONAL AFFILIATIONS

- *Academy of Management* (2011-present)

- Society for Judgment and Decision Making (2011-present)
- International Association of Conflict Management (2013-present)
- Society for Personality and Social Psychology (2013-present)

TEACHING EXPERIENCE

Strategies and Processes of Negotiation (MBA, Spring 2018, Winter 2019, Winter 2020, Fall 2021)
 Current Topics in Behavioral Science (PhD, Winter 2018, Fall 2019, Winter 2022)

Teaching Assistantships (2009-2014, University of Pennsylvania):

- Teamwork and Leadership (MBA)
- Managerial Decision Making (Undergraduate & MBA)
- Introduction to Decision Theory (Undergraduate)
- Public Political Process (Undergraduate)

ADVISING

Dissertation committee participation

- Anam Barakzai (2019), PhD student in Psychology (UChicago)
- Michael Kardas (2020), PhD student in Behavioral Science (UChicago Booth)
- Annabelle Roberts (expected 2022), PhD student in Behavioral Science (UChicago Booth)
- Elizabeth Huppert (expected 2022), PhD student in Psychology and Behavioral Science (UChicago)
- David Munguia Gomez (expected 2023), PhD student in Behavioral Science (UChicago Booth), chair
- Kristina Wald (expected 2023), PhD student in Behavioral Science (UChicago Booth)
- Catherine Stevenson (expected 2023), PhD student in Psychology (UChicago)

Student and post-doc collaborators

- T. Bradford Bitterly, PhD student in OID (Wharton), currently faculty at HKUST
- Katherine Boggs, undergraduate student (UChicago)
- Edward Chang, PhD student in OID (Wharton), currently faculty at Harvard Business School
- Shannon Duncan, PhD student in Marketing (Wharton)
- Celia Gaertig, PhD student in OID (Wharton), currently faculty at UC Berkeley
- Nicholas Herzog, PhD student in Marketing (UChicago Booth)
- *Elizabeth Huppert, PhD student in Psychology and Behavioral Science (UChicago), currently post-doc at Northwestern Kellogg School of Management
- *Michael Hawking, Hematology and Oncology Fellow, Pritzker School of Medicine (UChicago)
- *Sarah Jensen, masters student (UChicago)
- Samantha Kassirer, PhD student in Management (Kellogg School of Management)
- *Yena Kim, PhD student in Psychology and Behavioral Science (UChicago)
- Stacia King, PhD student in Psychology (Stanford)
- Erika Kirgios, PhD student in OID (Wharton), currently faculty at UChicago Booth
- Alex Kristal, masters student (UChicago Booth), industry
- Joshua Lewis, PhD student in OID (Wharton), current faculty at NYU Stern
- Matthew Lupoli, PhD student in Management (UCSD Rady), currently faculty at Monash University
- Alex Moore, PhD student in Behavioral Science (UChicago Booth)

- *David Munguia Gomez, PhD student in Behavioral Science (UChicago Booth), incoming faculty at Yale School of Management
- Annabelle Roberts, PhD student in Behavioral Science (UChicago Booth)
- *Nik Toor, masters student (UChicago)
- Kristina Wald, PhD student in Behavioral Science (UChicago Booth)
- *Laura Wallace, post-doctoral researcher in Behavioral Science (UChicago Booth)
- *Michael White, PhD student in Management (Columbia Business School)

**indicates that I serve(d) as primary adviser at Booth*

SERVICE TO THE FIELD

Editorial board member at:

- *Journal of Personality and Social Psychology*, 2022-present
- *Journal of Experimental Psychology: General*, 2022-present
- *Journal of Experimental Social Psychology*, 2017-present
- *Organizational Behavior and Human Decision Processes*, 2020-present

Guest editor:

- Current Opinion in Psychology, special issue on Honesty & Deception, 2023

Ad hoc reviewer for: *Academy of Management Discoveries, Academy of Management Journal, Academy of Management Review, Cognition, Current Directions in Psychological Science, Emotion, Journal of Economic Psychology, Journal of Experimental Psychology: Applied, Journal of Experimental Psychology: General, Journal of Personality and Social Psychology, Management Science, Marketing Research, Motivation Science, Organization Science, Nature: Human Behavior, Nature Reviews Psychology, Personality and Social Psychology Bulletin, Personality and Social Psychology Review, Proceedings and of the National Academy of Sciences, Psychological Science, Journal of Public Economics, Review of General Psychology, Social and Personality Psychology Compass, Social Psychological and Personality Bulletin, Social Psychological and Personality Science, Trends in Cognitive Science*

Conference and grant reviewing for: *Academy of Management Annual Conference, Behavioral Decision Research in Management Conference, International Association of Conflict Management Annual Conference, Society of Judgment and Decision-Making Annual Conference, U.S.-Israel Binational Science Foundation, Israel Science Foundation (ISF)*

Award committees: *International Association for Conflict Management, 2023 Early Career Award*

UNIVERSITY SERVICE

At Chicago Booth/The University of Chicago

- Director of HOPE (Honesty, Opportunity, Prosociality & Ethics) lab, 2018-present
- Faculty presenter at Booth-Cancer Center Colloquium, Spring 2023
- Faculty presenter at New Faculty Orientation, Fall 2022

- Faculty presenter at Booth Alumni Club Event, Fall 2022
- Faculty facilitator at Booth Rising Scholar Conference, Fall 2022
- Faculty presenter at Behavioral Science PhD student orientation, Fall 2016, 2018, 2019, 2021, 2022
- Faculty presenter at Center of Decision Research Open House, Spring 2022
- Guest presenter in “Veracity” seminar at the Divinity School (with Laurie Zoloth), Fall 2021
- Faculty presenter at Chicago Booth Council meeting, Summer 2021
- Faculty presenter at IDDEAS@Booth/Kellogg Workshop, Spring 2021
- Faculty presenter at Booth Craft of Research Seminar, Spring 2021
- Presenter at University of Chicago Laboratory School, Student Behavioral Science Club, Spring 2020
- Presenter at Kellogg-Booth student symposium, Spring 2018
- Co-organizer of Kellogg-Booth Organizational Behavior Workshop, Fall 2017

As a graduate student at Wharton

- Founding member of WSAWBA (Wharton Society for the Advancement of Women in Business Academia)
- Organizer of Schweitzer Ethics and Emotions lab

MEDIA COVERAGE

Selected Media Mentions and Interviews: The Atlantic, BBC, Bloomberg View, Business Insider, Chicago Magazine, Chicago Sun Times, Chicago Booth Review, Fast Company, Financial Times, Illinois Public Radio, Inc., Knowledge@Wharton, The New York Times, Pacific Standard, TIME Magazine

Editorials:

- “Why we resist treating charities like investments” Market Watch, Aug. 22, 2016. By Jonathan Berman, Alix Barasch, Emma Levine, and Deborah Small
- “Should You Broadcast Your Charitable Side?” Behavioral Scientist, March 27, 2018. By Deborah Small, Jonathan Berman, Emma Levine, and Alix Barasch.
- “When Should You Tell a Well-Meaning Lie? New research offers three guidelines to avoid causing distress.” Harvard Business Review. By Adam Eric Greenberg, Emma Levine, and Matthew Lupoli

PROFESSIONAL EXPERIENCE

Procter & Gamble, Cincinnati, OH Worked in sales and consumer analytics	2008 – 2011
Emma’s Knish & Coffee, Philadelphia, PA Founded a modern knishery, funded by Wharton Entrepreneurial Programs	2008 – 2009