

JIEUN PAI

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EMPLOYMENT

Postdoctoral Research Associate, Frank Batten School of Leadership and Public Policy, University of Virginia (2020-Present)

EDUCATION

Ph.D., Management, Anderson School of Management, Univ. of California, Los Angeles (2020)

- J. Richard Hackman Award for the Dissertation that Most Significantly Advances the Study of Groups

M.A., Human Resources, Carlson School of Management, Univ. of Minnesota (2014)

M.S., Management Engineering, College of Business, KAIST (2010)

B.S., Chemical and Biomolecular Engineering (Minor: Business Economics), KAIST (2008)

RESEARCH INTERESTS

- Power and Status
- Group dynamics
- Networking behaviors
- Diversity and Equality

PUBLICATION

Pai, J., Whitson, J., Kim, J. & Lee., S. (2021). A Relational Account of Low Power: The Role of the Attachment System in Reduced Proactivity, *Organizational Behavior and Human Decision Processes*, 167, 28-41.

Pai, J.*, & DeVoe, S. E.* (2021). When does being paid an hourly wage make it difficult to be a happy volunteer, *Journal of Applied Social Psychology*, 51, 763-768.

Pai, J., DeVoe, S. E. & Pfeffer., J. (2020). How the economic evaluation of time affects who we socialize with off the job, *Organizational Behavior and Human Decision Processes*, 161, 158-175.

Pai, J. & Bendersky, C. (2019). Team status conflict. *Current Opinion in Psychology*, 33, 38-41.

Pai, J.* & Bendersky, C*. (2018). Status Dynamics. *Annual Review of Organizational Psychology and Organizational Behavior*, 5, 183-199.

MANUSCRIPT UNDER REVIEW

Pai, J., & Bendersky, C. Respect Affirmation: A Strategy for Claiming Status in Status Negotiation, Revise and Resubmit, *Organization Science*.

Pai, J., Halevy, N. & Chou, E. Optimizing Impression Management: Humorous Bragging Surprisingly Solves the Self-Promotion Paradox, 2nd round Revise and Resubmit, *Personality and Social Psychology Bulletin*.

Pai, J., & Chou, E. Naysaying and overconfidence, Invited Resubmission, *Organizational Behavior and*

*The authors contributed equally to this work; authors listed in reverse alphabetical order

SELECTED WORK IN PROGRESS

- Pai, J.**, Anicich, E., Whitson, J. A., & Li, H. Striving for the Status Quo: Stasis-Striving, Supplication, and Psychological Distress in Competitive Context (manuscript in preparation)
- Pai, J.**, Raveendhran, R., & Brown-Innuzzi, J., & Chou, E., Artificial Intelligence (AI) as the new Jeeves? Demographic factors that systematically influence preference for algorithms versus human mentors (manuscript in preparation)
- Pai, J.** & Zhao, E. Speaking up and rising up: the barriers faced by Asians in their effort to move up (data collection stage)
- Pai, J.**, Belmi, P., & Adams, G. The Guilty Networking of Individuals from Working-class Contexts (data collection stage)
- Cheng, D, **Pai, J.** & Whitson, J. A. Stuck in The Middle and Too Exhausted to Move Up: unpacking the effect of middle power on decision making (data collection stage)
- Pai, J.**, Kennedy, J, & Bendersky, C. Getting Ahead by Tearing Others Down (data collection stage)
- Pai, J.**, Belmi, P., & Adams, G. I can't be a racist, because I am Asian: exploring the negative interminority relationships, (data collection stage)
- Pai, J.** & DeVoe, S. E. Expressing Fit Through Networking: unpacking the expression of instrumental ties in the workplace (study design stage)
- Pai, J.**, Belmi, P., & Adams, G. The Friending bias: disentangling homophily and exclusion account of minority experience, (study design stage)
- Pai, J.**, Chou, E., & Halevy, N. Using humor in negotiation: the biased perspective of the person using humor, (study design stage)

HONORS, AWARDS, & SCHOLARSHIPS

INGROUP

Hackman Dissertation Award, 2021

ULCA Anderson

Travel Grant, 2019

Dare to Care Award, 2018

UCLA

Dissertation Year Fellowship, 2019

Travel Grant, 2020

IACM

Fellowship Award, 2019

UMN

Curtis L. Carlson Scholarship, 2013

KAIST

Academic Scholarship, 2005-2008

Full Tuition Scholarship, 2003-2008

GRANTS

UVA, 3Cavaliers Grant, 2021 (\$60,000): Pai, J., Raveendhran, R., & Brown-Innuzzi, J., & Chou, E.,
Artificial Intelligence (AI) as the new Jeeves? Demographic factors that systematically influence
preference for algorithms versus human mentors

CHAired SYMPOSIA

Oswik, C., & Pai, J. Understanding and Disrupting Class Inequality in the Workplace
Annual Meeting of the Academy of Management, Virtual, 2021

Pai, J., Anicich, E. M., & Whitson, J. A. Looking at the full spectrum of hierarchy.
Annual Meeting of the Academy of Management, Boston, MA, 2019

CONFERENCE PRESENTATIONS

Pai, J. & Zhao, E. Speaking up and rising up: the barriers faced by Asians in their effort to move up
Annual Conference of the International Association for Conflict Management, Ottawa, Canada, 2022

Cheng, D, Pai, J. & Whitson, J. A. Stuck in The Middle and Too Exhausted to Move Up: unpacking the
effect of middle power on decision making
Annual Conference of the International Association for Conflict Management, Ottawa, Canada, 2022

Pai, J., & Chou, E. Naysaying and overconfidence
Annual Meeting of Academy of Management, Seattle, WA, 2022
Annual Meeting of the Society for Judgment and Decision Making, Virtual, 2022

Pai, J., & Bendersky, C. Respect Affirmation: A Strategy for Managing Status Conflicts
Annual Conference of the International Association for Conflict Management, Virtual, 2021
Society for Personality and Social Psychology Annual Convention, New Orleans, LA, 2020
Annual Conference of the Interdisciplinary Network for Group Research, Lisbon, Portugal, 2019
Annual Conference of the International Association for Conflict Management, Philadelphia, PA, 2018

Pai, J., Whitson, J., Kim, J. & Lee., S. A Relational Account of Low Power: The Role of the Attachment
System in Reduced Proactivity.
Annual Meeting of Academy of Management, Virtual, 2020
Annual Conference of the International Association for Conflict Management, Dublin, Ireland, 2019
Annual Meeting of Academy of Management, Atlanta, GA, 2017

Pai, J., Anicich, E. M., & Whitson, J. A. Striving for the status quo: Stasis-striving, inauthenticity, and
psychological distress in high-achievement contexts.
Annual Conference of the International Association for Conflict Management, Virtual, 2020
Annual Meeting of Academy of Management, Boston, MA, 2019

Pai, J., Kennedy, J. A., & Bendersky, C. Getting Ahead by Tearing Others Down: When Are Status
Challenges Effective?
Annual Meeting of Academy of Management, Boston, MA, 2019

Pai, J., DeVoe, S. E. & Pfeffer., J. How the economic evaluation of time affects who we socialize with off
the job
Annual Meeting of Academy of Management, Chicago, Il, 2018

TEACHING EXPERIENCE

UVA Batten School of Leadership and Public Policy, Instructor
Negotiating Through Differences (Masters in Public Policy), Elective, Fall, 2022
Introduction to Civic Leadership (Undergraduate), Core course, Team-based, Fall, 2021

UCLA Anderson, Teaching Associate
Organizational Behavior (MBA, Fully Employed MBA)
Negotiations (MBA, UCLA-NUS Executive MBA)
Communications (MBA)
Optimizing Team Performance (Fully Employed MBA)
National University of Singapore, Guest-Lecturer
Negotiations (UCLA-NUS Executive MBA)
UMN, Teaching Assistant
Contemporary Management (Undergraduate Honors Class)
Employee Development: Creating a Competitive Advantage (Master's in Human Resources Class)

PROFESSIONAL SERVICE

Adhoc Reviewer for Academy of Management Journal
Adhoc Reviewer for Personality and Social Psychology Bulletin
Reviewer for Academy of Management Annual Meeting (OB and CM Divisions, 2014-Current)
Reviewer for Annual Conference of the International Association for Conflict Management (2013- Current)
Reviewer for Annual Conference of the Interdisciplinary Network for Group Research (2012- Current)

WORK EXPERIENCE

Summer Internship, InclusionINC, Minneapolis, MN, USA (2013)
Research Analyst, Hay Group, Seoul, S. Korea (2012)
Research Analyst, Egon Zehnder International, Seoul, S. Korea (2010-2011)
Summer Internship, Hay Group, Cheonan, S. Korea (2009)

REFERENCES

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