

LAURA J. NOVAL

Imperial College of London
Imperial College Business School
South Kensington Campus
London SW7 2AZ, UK
Nationality: Argentinean

+44 7377358748
l.noval@imperial.ac.uk
<http://www.imperial.ac.uk/people/l.noval>

ACADEMIC APPOINTMENTS

- 2017-present Assistant Professor of Organizational Behavior
Imperial College Business School, London, UK
- 2011-2017 Research and Teaching Associate (Prae-Doc and Post-Doc),
Vienna University of Economics and Business (WU Vienna), Austria

EDUCATION

- 2015 PhD in Social Sciences
Vienna University of Economics and Business (WU Vienna), Austria
- Dissertation: *Affective influences on ethical decision making – the roles of mood, incidental emotions, and affective forecasting*
Committee: Günter K. Stahl (WU Vienna), Thomas Maak (ESADE Business School), Chen-Bo Zhong (Rotman Business School, U. of Toronto), Martin Schreier (WU Vienna)
- 2009 MBA (Master in Business Administration)
European School of Management and Technology (ESMT), Berlin, Germany
- 2007 Bachelor in Tourism and Hotel Administration
Université de Perpignan/ Vatel Nîmes, Nîmes & Perpignan, France

RESEARCH INTERESTS

Behavioral Business Ethics; Biased decision-making: motivated reasoning, interventions; Mindfulness and meta-awareness; Ego-Threat; Identity Motives.

PUBLICATIONS

Journal articles

Hafenbrack, A.C., Cameron, L. D., Spreitzer, G. M., Zhang, C., **Noval, L. J.**, & Shaffakat, S. (2020). Helping people by being in the present: Mindfulness increases prosocial behavior. *Organizational Behavior and Human Decision Processes*, 159, 21-38.

Noval, L. J & Hernandez, M. (2019). The unwitting accomplice: How organizations enable motivated reasoning and self-serving behavior. *Journal of Business Ethics*, 157, 699–71

Noval, L. J., Molinsky, A & Stahl, G.K. (2018). Motivated dissimilarity construal and self-serving behavior: How we distance ourselves from those we harm. *Organizational Behavior and Human Decision Processes*, 148, 145-158.

Noval, L.J. (2016). On the misguided pursuit of happiness and ethical decision making: the roles of focalism and the impact bias in unethical and selfish behavior. *Organizational Behavior and Human Decision Processes*, 133, 1-16.

- Abridged version of this paper was published at *Management Insights* (bilingual Chinese/English journal)

Noval L.J. & Stahl G.K. (2015, online first). Accounting for proscriptive and prescriptive morality in the workplace: the double-edged sword effect of mood on managerial ethical decision making. *Journal of Business Ethics*, 142, 589-602.

Hernandez M., **Noval L.J.** & Wade-Benzoni K.L. (2015). How leaders can create intergenerational systems to promote organizational sustainability. *Organizational Dynamics*, 44, 104-111.

Other publications

Stahl G.K., Miska C., **Noval L.J.** & Patock V.J. (2020). The quest for corporate social responsibility: how global leaders make a difference in achieving triple-bottom-line outcomes. In: L. Zander (Ed.), *Research Handbook of Global Leadership: Making a difference*. Surrey, UK: Edward Elgar Publishing.

Stahl G.K., Miska C., **Noval L.J.** & Patock V.J. (2016). The challenge of responsible global leadership. In: S. B. Reiche, M. E. Mendenhall, G.R. Oddou & G.K. Stahl (Eds.), *Readings and Cases in International HRM (6th Edition)*. New York, NY: Routledge.

Noval, L. J. (2015). Evaluation of training effectiveness for leadership development programs. Saarbrücken, Germany: AV Akademikerverlag. ISBN (978-3-639-85331-5)

SELECTED RESEARCH IN PROGRESS

Voegtlin, C., Crane, A. & **Noval, L.J.** Business statesmen or the CEO as an active citizen: What happens when CEOs voice their political opinion? *Under review*

Veetikazhi*, R., Mueller, A. & **Noval, L.J.** The dark shadows of goal-setting on employees' socially responsible behaviour: An experimental study. *Under review (2nd R&R)*

Noval, L.J. & Folger, R. The boomerang effect of ethical messages: When unethical conduct feels justified. *3 studies conducted, more underway.*

Noval, L.J. & Molinsky, A. Ego threat: the consequences of acknowledging and accepting it versus suppressing and denying it. *2 studies conducted.*

Noval, L.J. & Stahl, G.K. A self-determination perspective of ethical behavior in organizations: When introjected motivation is not enough to prevent unethical acts. *1st study conducted.*

Noval, L.J. A decentered identity perspective: how a meta-cognitive awareness of one's identity processes can diminish identity defenses and promote positive identity reconstruction. *Theory development.*

Hernandez, M., Bruno, E., **Noval, L.J.** & Wade-Benzoni, K.A. Moral emotions in intergenerational behavior. *1st study conducted.*

* **Noval, L.J.**,* Wakeman, W. S. & Moore, C. Ego involvement increases cheating behavior. *3 studies conducted.*

**equal authorship*

***PhD student*

AWARDS and RECOGNITIONS

- 2020 "Top 40 under 40" Business School Professors in the world (Poets & Quants)
- 2019 Best Undergraduate Teaching Award (Imperial College of London)
- 2018 Runner-up for the SIM Best Dissertation Award (Academy of Management)
- 2016 Best Dissertation Award (Society for Business Ethics)
- 2016 Runner-up for the SIM Best Dissertation Award (Academy of Management)
- 2016 High Potential Contact Weeks Award (WU Vienna/ Católica Lisbon)
- 2016 Top Journal Publication WU Award, 2016
- 2015 Finalist for Best Student Paper Award SIM (Academy of Management)
- 2013 Founder's Award for Emerging Scholars (Society for Business Ethics),
- 2013 Innovative Teaching Award (WU Vienna)

MEDIA COVERAGE

- 2020 Recognition for "**Top 40 under 40**" Business Professors, *Poets & Quants*:
[Poets&Quants | 2020 Best 40 Under 40 Professors: Laura Noval, Imperial College Business School \(poetsandquants.com\)](https://poetsandquants.com/2020-Best-40-Under-40-Professors-Laura-Noval-Imperial-College-Business-School)
- 2020 Interviews conducted on **well-being, selfishness and solidarity during the COVID crisis**:
 - Imperial Knowledge (UK): <https://rb.gy/f9aizx>
 - Clarin and Radio Ciudad (Argentina): <https://rb.gy/43hrao>
 - Radio Voz (Argentina): <https://rb.gy/nrpdyj>
- 2019/20 Media coverage for "*Helping people by being in the present: Mindfulness increases prosocial behavior*" (OBHDP, 2020)
 - Imperial Business Knowledge: <https://rb.gy/mfm3nn>
 - ChangeBoard: <https://rb.gy/2mdlug>

- Association of MBAs: <https://rb.gy/d11kqj>
- Others: *The Daily Pennsylvanian*, *Foster School of Business Research Briefs*, *Inc.com*, *INSEAD knowledge*, *Knowledge @Wharton*, *MedicalXpress*, *Michigan Ross Faculty News*, *Qrius*, *World Economic Forum*, *Vice*, *Yoga Journal*.

SELECTED RESEARCH PRESENTATIONS

Business statesmen or the CEO as an active citizen: What happens when CEOs voice their political opinion

- 2020 - Academy of Management (AOM) Meeting, Vancouver, Canada
- 2019 - EGOS, Edinburgh, Scotland

Moral emotions in intergenerational behavior.

- 2018 - Annual Academy of Management (AOM) Meeting

Helping people by being in the present: Mindfulness increases prosocial behavior

- 2018 - European Academy of Management Conference, Reykjavik, Iceland.
- 2018 - Annual Conference of the International Association of Conflict Management, Philadelphia, PA.
- 2018 - Annual Meeting of the Academy of Management, Chicago, IL.

Ego involvement increases cheating behavior.

- 2017 - Academy of Management (AOM) Meeting, Atlanta, GA, USA.

Motivated dissimilarity construal and self-serving behavior.

- 2016 - Academy of Management (AOM) Meeting, Anaheim, CA, USA
- 2016 - Invited Research Talk at Imperial College Business School, London, England
- 2016 - Invited Research Talk at SDA Bocconi School of Management, Milan, Italy
- 2016 - Invited Research Talk at IE Business School, Madrid, Spain
- 2016 - Invited Research Talk at IESE Business School, Barcelona, Spain.

Motivated reasoning and self-serving behavior: the moderating role of social dominance orientation

- 2016 - 19th IESE International Business Ethics Symposium, Barcelona, Spain

On the misguided pursuit of happiness and ethical behavior at the workplace

- 2016 - Invited Research Talk at NOVA School of Economics and Business, Lisbon, Portugal
- 2015 – EGOS, Athens, Greece
- 2015 - Academy of Management, Vancouver, Canada.

Affective states and ethical decision making: the paradoxical role of moods on proscriptive and prescriptive morality.

- 2014 - Academy of Management, Philadelphia, USA
- 2014 - EMONET (Emotions in Organizations Network), Philadelphia, PA.
- 2013 - 6th Annual Young Judgment & Decision-Making Meeting – Berlin Germany,
- 2013 - Society for Business Ethics (SBE), Orlando, USA

TEACHING EXPERIENCE

Module leader/ Self-designed courses

Imperial College of London

2020/21	Maternity Leave
2019/20	Organizational Behavior (<i>MSc in International Management</i>) Personal Ethics and Core Values (<i>FTMBA</i>) Global Business Management (<i>Joint Honors</i>) Management and Business for Engineers (<i>Engineering school</i>)
2018/19	OB and HRM (<i>Joint Honors/Intercalated Medics</i>) Personal Ethics and Core Values (<i>FTMBA</i>) Global Business Management (<i>Joint Honors</i>) Management and Business for Engineers (<i>Engineering school</i>)
2017/18	OB and HRM (<i>Joint Honors/Intercalated Medics</i>) Global Business Management (<i>Joint Honors</i>)

Vienna University of Economics and Business (WU Vienna)

2016	Global leadership (<i>one semester: elective</i>) International organizational Behavior (<i>one semester: elective</i>)
2015	Global leadership (<i>two semesters: elective</i>)
2014	Global leadership (<i>two semesters: elective</i>)
2013	Global leadership (<i>two semesters: elective</i>)
2012	Global leadership (<i>one semester: elective</i>)

Ad-hoc sessions: Executive Teaching and CEMS

Imperial College Business School Executive Programs

2019	Avoiding biases and ethical lapses
------	------------------------------------

WU Vienna Executive Academy

2015	Decision-making under uncertainty
------	-----------------------------------

2014 Decision-making under uncertainty
2013 Decision-making under uncertainty

CEMS - WU Vienna and ESADE Barcelona

2016 Decision-making under uncertainty (*CEMS Vienna*)
2015 Decision-making under uncertainty (*CEMS Vienna*)
2014 Decision-making under uncertainty (*CEMS Vienna*)
2013 Emotions, Reasoning, and Business Ethics (*CEMS Barcelona*)

PROFESSIONAL SERVICE

2018 – present Athena Swan Diversity Committee (*Imperial College Business School*)
2015 – 2016 Grant Application (8 million euros) for SFB Austria (Special Research Programs): Coordination of sub-project on neuroscientific approaches to address ethical decision making in organizations
2015 Organization of PDW (Professional Development Workshop) “Teaching Ethics and Social Responsibility in a Global Environment” (*Academy of Management Meeting*)
2014 Participated in Grant Application (1.5 million euros) for the European Research Council (ERC)
2013 – present Student Advising: Supervised 21 Bachelor Theses and 10 Master Theses (*WU Vienna and Imperial College Business School*)
2013 – present Ad-hoc reviewer for: *Journal of Business Ethics*; *Organizational Behavior and Human Decision Processes (OBHDP)*; *Academy of Management conference*
2012 Contributed to The Neuroscience of Leadership Project (qEEG assessments of problem solving)
Joint project between ESADE (Prof. Thomas Maak) and Arizona State University (Prof. David Waldman).

INDUSTRY EXPERIENCE

2010/11 Marketing Manager (ARcotel Hotels, Berlin, **Germany**)
2010 Marketing and PR Coordinator (Hilton Hotels, Berlin, **Germany**)
2008 Project Coordinator (American Express, **Argentina**)
2007 Groups Coordinator (Boscolo Hotels, Nice, **France**)
2004/6 Operations Coordinator (Westin Copley, Boston, **USA**)

LANGUAGE SKILLS

Native Spanish/ Fluent English, German, French/ Advanced Portuguese, Italian.

REFERENCES

Günter K. Stahl

Professor
Vienna University of Economics
& Business (WU Vienna)
Welthandelsplatz 1, 1020 Vienna, Austria
+43-1-31336-90-4434
Guenter.stahl@wu.ac.at

Andrew Molinsky

Professor
Brandeis University Intl Business School
415 South Street, MS 032,
MA 02454 USA
Tel +1-781-736-2255
molinsky@brandeis.edu

Morela Hernandez

Associate Professor
Darden School of Business
University of Virginia
100 Darden Boulevard, VA 22903 USA
+1-434-924-4917
Hernandez.M@darden.virginia.edu

Andrew Hafenbrack

Assistant Professor (OB)
Foster School of Business
University of Washington
PACCAR Hall, Seattle, WA 98195 Tel
Tel +1-425-654-0697
ahaf@uw.edu