Jennifer Whitson

Assistant Professor
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ACADEMIC POSITIONS

2007-present **Assistant Professor**, McCombs School of Business, The University of Texas at Austin

EDUCATION

Ph.D. **Kellogg School of Management, Northwestern University**, Management and Organizations, 2007

M. S. **Kellogg School of Management, Northwestern University**, Management and Organizations, 2004

B. A. **University of California, Irvine,** Psychology and Social Behavior, 2000

AWARDS AND HONORS

Research

- Finalist for the Best Paper Award from the Academy of Management's Managerial and Organizational Cognition (MOC) Division, 2012
- Faculty Fellow for the Center for Women's and Gender Studies Faculty Development Program 2008-9, University of Texas at Austin
- Best Student Paper, MOC Division, Academy of Management Conference, Atlanta, Georgia, August 2006
- Selected for Academy of Management 2006 Organizational Behavior Consortium
- Selected for Academy of Management 2004 Conflict Management Consortium
- Selected for Academy of Management 2003 New Doctoral Student Consortium

Teaching

- MBA Applause Award for Outstanding MBA Elective Faculty, Fall 2012

- Doctoral Student Teaching Award 2004-2005

Service

- Academy of Management Outstanding Reviewer Award, Managerial and Organizational Cognition Division, 2013

- Academy of Management Outstanding Reviewer Award, Organizational Behavior Division, 2011

Academic

- University of California, Irvine Campuswide Honors

PUBLICATIONS

Whitson, J. A., Weber, K., Hirsch, P., and Bermiss, Y. S. (2013). Chemicals, companies, and countries: The concept of diffusion in management research. *Research in Organizational Behavior,* 33, 135-150.

Galinsky, A. D., Wang, C. S., Whitson, J. A., Anicich, E. M., and Hugenberg, K., and Bodenhausen, G. V. (2013). The reappropriation of stigmatizing labels: The reciprocal relationship between power and self-labeling. *Psychological Science* 24*(10)*, 2020-2029.

Whitson, J. A., Liljenquist, K. A., Galinsky, A. D., Magee, J. C., Gruenfeld, D. H., and Cadena, B. (2013). The blind leading: Power reduces awareness of constraints. *Journal of Experimental Social Psychology* 49*(3)*, 579-582.

Galinsky, A. D., Whitson, J. A., Huang, L., and Rucker, D. D. (2012). Not so fluid and not so meaningful: Toward an appreciation of content-specific compensation. *Psychological Inquiry* 23*(4)*, 339-345.

Wang, C. S., Whitson, J. A., and Menon, T. (2012). Culture, control, and illusory pattern perception. *Social Psychological and Personality Science* 3*(5),* 630-638.

Loyd, D. L., Phillips, K. W., Whitson, J. A., and Thomas-Hunt, M. C. (2010). Expertise in your midst: How congruence between status and speech style affects reactions to unique knowledge. *Group Processes and Intergroup Relations* 13*(3),* 379-395.

Kay, A. C., Whitson, J. A., Gaucher, D., and Galinsky, A. D. (2009). Compensatory control: In the mind, in our institutions, and in the heavens. *Current Directions in Psychological Science* 18*(5),* 264-268.

Galinsky, A. D., Magee, J. C., Gruenfeld, D. H., Whitson, J. A., and Liljenquist, K. A. (2008). Power reduces the press of the situation: Implications for creativity, conformity, and dissonance. *Journal of Personality and Social Psychology* 95*(6),* 1450-1466.

Whitson, J. A. and Galinsky, A. D. (2008). Lacking control increases illusory pattern perception. *Science* 322*(5898)*, 115-117.

MANUSCRIPTS AND PAPERS UNDER REVIEW

Wang, C. S., Whitson, J. A., Scrimpshire, A., Kim, J., Cao, J. Cultural dynamics and social norms. Resubmitted after revision request to *Organizational Behavior and Human Decision Processes.*

Whitson, J. A., Wang, C. S., See, Y.H.M., Murnighan, K., Baker, W. A comparison of recipients' and observers' motivated decisions to reward good deeds and punish bad deeds. Submitted to *Organizational Behavior and Human Decision Processes.*

Kay, A. C., Landau, M., and Whitson, J. A., A unique compensatory control strategy: Seeking structured conceptions of the world. Submitted to *Psychological Bulletin.*

Whitson, J. A., Inesi, E., and Ku, G. Seeing your mistakes through rose-tinted glasses: An investigation of when and why power-holders experience less regret. Revise and resubmit from *Organizational Behavior and Human Decision Processes.*

Whitson, J. A., Galinsky, A. D., and Kay, A. C. Uncertain emotions and pattern perception. Revise and resubmit from *Journal of Experimental Social Psychology.*

Whitson, J. A., Anicich, E., Wang, C., Galinsky, A. Group Identification and Reapp. In preparation for submission to the *Journal of Experimental Social Psychology.*

CURRENT PROJECTS

Whitson, J. A., Wang, C. S., Menon, T., Kim, J., and Webster, B., Control and cross-cultural pattern perception. Drafting.

Anicich, E. M., Whitson, J. A., Wang, C. S., and Galinsky, A. D. Reappropriation in organizations. Drafting.

Whitson, J. A., Ku, G., and Ha, J. Intuition and illusory pattern perception. Drafting.

Wang, C. S., Whitson, J., Anicich, E., and Galinsky, A. Lipstick feminism and relabeling. Drafting.

Whitson, J. A., Wang, C. S., Mullen, E., and Effron, D. Victim-focused reward and punishment. Data collection.

Scrimshire, A., Kim, J., Wang, C. S., and Whitson, J. A. Luck in the workplace. Data collection.

Huang, L., Whitson, J. A., and Galinsky, A. D. Mind-body dissonance causes illusory pattern perceptions. Data collection.

MEDIA MENTIONS

Simon, J. May 22, 2013. Keeping calm when you're on the clock. *Texas Enterprise*. www.texasenterprise.utexas.edu/2013/05/22/workplace/stress-tips-keeping-calm-at-work

Rubenfeld, S. February 21, 2013. Study Finds 'High-Power' People Unaware of Risks. *Wall Street Journal.* http://blogs.wsj.com/corruption-currents/2013/02/21/study-finds-high-power-people-unaware-of-risks/

Knighton, C. (Writer), & Sable, K. (Director). (28 Oct 2012). [Television series episode]. In R. Morrison (Exceutive producer), *CBS Morning News.*

Sayenga, K. (Writer). (8 Aug 2012). Did We Invent God? [Television series episode]. In Freeman, M., McCreary, L., Mercer, T., Younger, J., Andreae, L. (Executive Producers), *Through the Wormhole with Morgan Freeman*.

Hutson, Matthew. (2012). *The 7 Laws of Magical Thinking: How Irrational Beliefs Keep Us Happy, Healthy, and Sane*. New York, NY: Hudson Street Press.

Sundem, Garth. (2012). *Brain Trust: 93 Top Scientists Reveal Lab-Tested Secrets to Surfing, Dating, Dieting, Gambling, Growing Man-Eating Plants, And More!* New York, NY: Three Rivers Press.

Hutson, Matthew (2012 January). Horoscopes in the East vs. West. *Magical Thinking Book Block.* http://magicalthinkingbook.com/2012/01/horoscopes-in-the-east-vs-west/

Shermer, Michael (2010 February). How a Lack of Control Leads to Superstition. *Scientific American Magazine.* http://www.scientificamerican.com/article.cfm?id=lack-of-control-yields-to-superstition

Les superstitieux sont moins stresses. February 13, 2009. Cyberpresse.ca [Canada] http://www.cyberpresse.ca/vivre/societe-et-sexualite/200902/13/01-826952-les-superstitieux-sont-moins-stresses.php

W czasie kryzysu oszuka cię własny umysł. January 10, 2009. *Puls Biznesu.* [Poland] http://www.pb.pl/Default2.aspx?ArticleID=bc4cc8c7-f906-4b4e-b5ca-41631d87ec1b&ref=lastadd

Understanding Money Behavior in a Financial Crisis. December 31, 2008. *Yahoo! Finance.* http://finance.yahoo.com/expert/article/moneyhappy/131745

The Psychology of Political Power. December 6, 2008. *Newsweek.* http://blog.newsweek.com/blogs/labnotes/archive/2008/12/01/the-psychology-of-political-power.aspx

For Investors, Dealing With a Loss of Control. October 7, 2008. *The Wall Street Journal.* http://online.wsj.com/article/SB122333709375409655.html

Chaos may make you see 'things'. October 6, 2008. *The Boston Globe.*
http://www.boston.com/news/science/articles/2008/10/06/chaos_may_make_you_see_things/

Stressed people 'are more likely to be superstitious'. October 3, 2008. *Daily Mail, UK.*
http://www.dailymail.co.uk/health/article-1067252/Stressed-people-likely-superstitious.html

Baseball and superstition. October 3, 2008. *Chicago Tribune.*
http://archives.chicagotribune.com/2008/oct/03/health/chi-conspiracy-science-03-oct03

See a Pattern on Wall Street? October 3, 2008. *New York Times.*
http://tierneylab.blogs.nytimes.com/2008/10/03/see-a-pattern-here/?hp

Stress 'makes people more superstitious'. October 3, 2008. *Telegraph.co.uk* .
http://www.telegraph.co.uk/health/3122794/Stress-makes-people-more-superstitious.html

Feeling Powerless? Do I Have a Conspiracy Theory for You. October 2, 2008. *Newsweek.*
http://blog.newsweek.com/blogs/labnotes/archive/2008/10/02/feeling-powerless-do-i-have-a-conspiracy-theory-for-you.aspx

Of Jock Straps and Conspiracy Theories. October 2, 2008. *Psychology Today.*
http://blogs.psychologytoday.com/blog/brainstorm/200810/of-jock-straps-and-conspiracy-theories

Lack of control seen fueling superstitions. October 2, 2008. *Reuters.*
http://www.reuters.com/article/scienceNews/idUSTRE4917Q720081002

Feeling insecure can lead to mind games. October 2, 2008. *MSNBC.*
http://www.msnbc.msn.com/id/26996326/

INVITED ADDRESSES

Salary Negotiation Workshop

- The University of Texas at Austin, LBJ School of Public Policy, April 2013

The Reappropriation of Stigmatizing Labels

- The University of Texas at Austin, Psychology Department, October 2011.

Illusory Pattern Perception: Beyond Control, into Culture, Emotions, and Dissonance

- Texas A&M, College Station, TX, September 2010.

The Perception of Patterns in the Noise of Everyday Life

- Atheist Community of Austin, Austin, TX, February 2010.
- Center for Inquiry, Austin, TX, December 2008.

CONFERENCE PRESENTATIONS

Ha, J., Whitson, J., and Ku, G. (2014, February). The Effects of Intuitive Versus Rational Thinking Styles on Illusory Pattern Perception and Creativity. Poster presented at the annual conference of the Society for Personality and Social Psychology, Austin, Texas.

Whitson, J. (2013, September). Confronting Stigmatizing Labels: The Role of Re-Naming, Re-Labeling, and Self-Labeling. In A. Galinsky, Confronting Stigmatizing Labels: The Role of Re-Naming, Re-Labeling, and Self-Labeling. Symposium presented at the annual conference of the Society for Experimental Psychology, Berkeley, California.

Wang, C. S., Whitson, J., Kim, J., Cao, J., & Scrimpshire, A. (2013, April). Culture, mobility, and the selection of norm enforcement strategies. Paper presented at annual Academy of Management Annual Meeting, Orlando, FL.

Whitson, J., Liljenquist, K., Galinsky, A., Magee, J., Gruenfeld, D., (2012, August). The blind, leading: How power reduces awareness of constraints in the environment. Paper presented at the annual conference of the Academy of Management, Boston, Massachusetts.

- Finalist for the Best Paper Award from the Academy of Management's Managerial and Organizational Cognition (MOC) Division.

Wang, C. S., Whitson, J., Murnighan, K. (2012, January). Rewarding honesty and punishing deception: Comparing direct and third-party responses. Poster presented at the annual conference of the Society for Personality and Social Psychology, San Diego, California.

Ku, G., Whitson, J., Inesi, E. (2012, January). Power, failure, and regret. Poster presented at the annual conference of the Society for Personality and Social Psychology, San Diego, California.

Galinsky, A., Wang, C. S., & Whitson, J. (2010, August). Say it proudly: Gaining power by reappropriating stigmatizing labels. Paper presented at the annual conference of the Academy of Management, Montreal, Canada.

Wehrung, J., Whitson, J., & Amanatullah, E. (2010, August). Whose fault is it anyway? Attributions of blame follow attempts to resolve problems at work. Paper presented at the annual conference of the Academy of Management, Montreal, Canada.

Whitson, J., Wang, C. S., & Menon, T. (2010, June). Cross-cultural differences in sense-making after losing control. Paper presented at the annual conference of the International Association of Conflict Management, Boston, Massachusetts.

Huang, L., Galinsky, A., & Whitson, J. (2010, June). Mind-body dissonance causes illusory pattern perceptions. Poster presented at the annual conference of the International Association of Conflict Management, Boston, Massachusetts.

Amanatullah, E. & Whitson, J. (2009, August). (Un)realistic optimism? How not internalizing performance can lead to riskier strategic decisions. Paper presented at the annual conference of the Academy of Management, Chicago, Illinois.

Galinsky, A., Magee, J. C., Gruenfeld, D. H., Whitson, J., & Liljenquist, K. (2009, June). Power and overcoming obstacles: Implications for disobedience and bystander intervention. Paper presented at the annual conference of the International Association of Conflict Management, Kyoto, Japan.

Galinsky, A., Rucker, D., & Whitson, J. (2009, May). Lacking power and control: compensatory consumption and compensatory pattern perception. In A. Shirako (Chair), Power to the powerless: An exploration of the influence and compensation strategies of low power individuals. Symposium presented at the annual conference of the Association for Psychological Science, San Francisco, California.

Whitson, J. & Galinsky, A. (2009, February). Voices in the static: The false perception of patterns in the noise of everyday life. In L. Damisch (Chair), Exploring the irrational: Antecedents and consequences of magical beliefs and superstitions. Symposium presented at the annual conference of the Society for Personality and Social Psychology, Tampa, Florida.

Whitson, J. (2007, August). Volatility and illusory correlations in stock market evaluations. Paper presented at the annual Academy of Management Conference, Philadelphia, Pennsylvania.

Whitson, J. (2006, August). Illusory sensemaking: The effect of uncertainty on the false perception of patterns. Paper presented at the annual Academy of Management Conference, Atlanta, Georgia.

- Best Student Paper Award from the Academy of Management's Managerial and Organizational (MOC) Division

Phillips, K.W., Loyd, D. L., Thomas-Hunt, M., Whitson, J. (2006, July). Can low status experts be influential?: An examination of the impact of confidence and timing. Paper presented at the annual INGroup Conference, Pittsburgh, Pennsylvania.

Whitson, J. (2006, June). From uncertainty to sensemaking: A theoretical integration of pattern perception. Poster presented at the annual International Association for Conflict Management Conference, Montreal, Canada.

Whitson, J. (2005, August). Voices in the static: The false perception of patterns in the noise of everyday life. Paper presented at the annual Academy of Management Conference, Honolulu, Hawaii.

Whitson, J., Hirsch, P. (2005, August). The diffusion of diffusion: The evolution of managerial discourse. Poster presented at the Academy of Management Conference, Honolulu, Hawaii.

Galinsky, A., Magee, J. C., Gruenfeld, D. H., Whitson, J., Liljenquist, K. & Cadena, B. (2004, August). Under the influence? Power and immunity to environmental and social influence. Paper presented at the annual Academy of Management Conference, New Orleans, Louisiana.

Thomas-Hunt, M. C., Phillips, K. W., Loyd, D. L., Whitson, J. (2004, August). Who gets heard? The impact of status on perceptions of experts' behavior in groups. Symposia at annual Academy of Management Conference, New Orleans, Louisiana.

Galinsky, A., Magee, J. C., Gruenfeld, D. H., Whitson, J., Liljenquist, K. & Cadena, B. (2003, June). Power and the inattention to obstacles and social constraint: Implications for disobedience and conformity. Paper presented at the 16th annual International Association for Conflict Management Conference, Melbourne, Australia.

Hirsch, P. & Whitson, J. (2002, July). Decoupling, hypocrisy, and resistance: Demystifying the diffusion of innovations. Paper presented at the 18th EGOS Colloquium, Barcelona, Spain.

Whitson, J. (1999, May). How parents think about their deceased infants. Presented at the University of California (Irvine) Undergraduate Research Symposium, Irvine, California.

ADVISING EXPERIENCE

Dissertation Committee Member

Jonathan Wehrung, Management, Summer 2012

Faculty Advisor, Undergraduate Research Assistantship Program

Li Cai, Fall 2013
Syeda Fatima Javaid, Spring 2013
Cecilia Hoeft, Fall-Spring 2012
Veronica Bluhm, Fall 2011
Sam Wu, Spring 2011
Addison Gorbet, Fall 2010
Jane Mathew, Spring 2009-Fall 2009
Corey Bischoff, Fall 2008, Spring 2010

TEACHING EXPERIENCE

Instructor, *The Art and Science of Negotiations*, MBA Class, McCombs School of Business

- Seventeen courses taught, Fall 2007-Fall 2008, Fall 2010-2013
- Course Evaluations (out of 5):
    - *Overall Course:* Achieved: **4.4**, Average: **4.1**
    - *Instructor:* Achieved: **4.6**, Average: **4.2**

Instructor, *The Art and Science of Negotiations (2-credit course)*, MBA Class, McCombs School of Business

- Two courses taught, Fall 2009
- Course Evaluations (out of 5):
    - *Overall Course:* Achieved: **4.3**, Average: **4.3**
    - *Instructor:* Achieved: **4.4**, Average: **4.4**

Instructor, *The Art and Science of Negotiations*, Undergraduate Class, McCombs School of Business

- Four courses taught, Fall 2008-Fall 2010
- Course Evaluations (out of 5):
    - *Overall Course:* Achieved: **4.5**, Average: **4.3**
    - *Instructor:* Achieved: **4.5**, Average: **4.3**

Instructor, *Negotiations*, MBA Class, Kellogg School of Management

- Five courses taught, Summer 2004-Spring 2007
- Course Evaluations (out of 10):
    - *Overall Course*: Achieved: **9.3,** Average: **8.9**
    - *Instructor*: Achieved: **9.1,** Average: **8.8**

Teaching Assistantships, *Leadership in Organizations*, Kellogg School of Management

- Assistant to Adam Galinsky (six sections), Fall 2004-2006
- Assistant to Katherine W. Phillips, Fall 2003
- Assistant to Karen Cates (two sections), Fall 2002

Internships, *Negotiations*, Kellogg School of Management

- With Adam Galinsky, Fall 2003
- With Victoria Medvec, Winter 2003

EDITORIAL WORK

Ad Hoc Journal Reviewer

Administrative Science Quarterly
Academy of Management Review
Organization Science
Organizational Behavior and Human Decision Processes
INFORM/OS Dissertation Proposal Competition
European Journal of Social Psychology
British Journal of Social Psychology
Psychonomic Bulletin and Review
Journal of Conflict Resolution
Journal of Behavioral Decision Making
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology
Journal of Experimental Psychology - General
Psychological Science
National Science Foundation

Conference Reviewer

Academy of Management

- Organizational Behavior Division (reviewer award, 2011)

- Managerial and Organizational Cognition Division (reviewer award, 2013)
- Conflict Management Division

International Association of Conflict Management

ACADEMIC SERVICE

- Management Department Speaker Series Organizer, 2012-2013
- McCombs Staff Leadership Growth Program Discussion Leader (with Caroline Bartel), Summer 2013
- Senior Lecturer Review Committee, Doug Dierking, Fall 2012
- Bonham Fund Proposal Evaluation Committee, 2011-2012
- Department Executive Committee 2011-2012 (Junior Faculty Position)
- PhD Admissions Committee 2011, 2012
- McCombs Facilities Master Plan Learning Environments Focus Group 2010
- Lab Manager (with Emily Amanatullah) 2009-present
- Tenure Review Committee (Junior Faculty Position)
- Lab Manager (with Emily Amanatullah and Paul Martorana) 2008-2009
- Doctoral Student Co-President 2004-2006
- Doctoral Student 2004, 2005 Kellogg Admissions Weekend Organizer
- Doctoral Student 2002, 2003, 2005 Kellogg Admissions Committees
- Organizer for Dispute Research and Resolution Center Work-in-Progress Lecture Series 2003