Updated: November 2026

WEI CAI

Columbia Business School
Kravis Hall 1151
New York, NY

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EMPLOYMENT

Columbia Business School — New York, NY
Associate Professor, Accounting Division — 2026–
Assistant Professor, Accounting Division — 2020–2026
Faculty Leader, Bernstein Center for Leadership and Ethics — 2023–

EDUCATION

Harvard Business School — Boston, MA
DBA, Accounting and Management — 2020

Vanderbilt University — Nashville, TN
M.S., Finance — 2011

Beijing International Studies University — Beijing, China
B.A., Economics; Major: Finance — 2010

RESEARCH INTERESTS

Management Accounting; Organizational Culture

ACADEMIC ARTICLES

[9] "Measuring Organizational Capital" (with Andrea Prat and Jiehang Yu), Forthcoming at *Journal of Accounting Research* (Link) (Measures available upon request)
- Media mention: *TEDx Talk*
- Included in the NBER Working Paper Series

[8] "Throwing Curveballs: Unpacking Surprising Questions in Evaluative Settings and Probing their Origins" (with Nandil Bhatia and Sameer B. Srivastava), Forthcoming at *Strategic Management Journal* (Link) (Measures available upon request)
- Media mention: *The Economist*; *Columbia Business School Insights*

[7] "Executive Cooperativeness: Evidence from Conference Calls" (with Kelly Ju, Ethan Rouen and Yuan Zou), Forthcoming at *Management Science* (Link) (Measures available upon request)
- Awarded 2022 American Accounting Association "Innovation in Research Award" (Diversity Section)
- Awarded 2021 Bernstein Center for Leadership and Ethics Faculty Research Grant ($10,000)
- Media mention: *The Economist*; *TEDx Talk*; *The Wall Street Journal*; *Columbia News (Groundbreaking Research Roundup)*; *Columbia Business School Press Release*; *Columbia Business School DEI Initiative Newsletter*; *Columbia Business School Insights*

[6] "The Signaling Value of Internal Employee Coordination" (with Dennis Campbell and Jiehang Yu), *Journal of Accounting Research*, Vol. 63, Issue 5, December 2025 (Link)
- Media mention: *Columbia Business School Research in Brief*

[5] "Upward Influencers in Teams" (with Yaxuan Chen and Jee-Eun Shin), *Journal of Accounting Research*, Vol. 63, Issue 4, September 2025 (Link)
- Media mention: *The Economist*; *The Economist Podcast* (Editor's Picks); *The Wall Street Journal*

[4] "Diversity Targets" (with Yue Chen, Shiva Rajgopal and Li Yang), *Review of Accounting Studies*, 29(3), 2024 (Link)
- Presented at the *2023 Review of Accounting Studies Conference*

[3] "Formalizing the Informal: Adopting a Formal Culture-fit Measurement System in the Employee Selection Process" (solo-authored), *The Accounting Review*, Vol. 98, Issue 3, May 2023 (Link)
- Awarded 2026 American Accounting Association "Notable Contribution to Management Accounting Literature Award"
- Awarded 2021 American Accounting Association "Best Dissertation Award" (Management Accounting Section)
- Media mention: *TEDx Talk*; *Forbes*; *Phoenix New Media*

[2] "Incentive Effects of Subjective Allocations of Rewards and Penalties" (with Susanna Gallani and Jee-Eun Shin), *Management Science*, Vol. 69, No. 5, May 2023 (Link)
- Media mention: *Forbes*; *HBS Working Knowledge*

[1] "Incentive Contracts and Employee-Initiated Innovation: Evidence from the Field" (with Susanna Gallani and Jee-Eun Shin), *Contemporary Accounting Research*, Vol. 40, Issue 1, Spring 2023 (Link)
- Media mention: *HBS Working Knowledge*; *CBS Insights Newsletter*

PRACTITIONER ARTICLES

[6] "How Curveball Questions Can Surface the Insight You're Looking For" (with Nandil Bhatia and Sameer B. Srivastava), *Harvard Business Review* (September 2026) (Link)

[5] "Employees Are Navigating AI Disruption in the Dark" (solo-authored), *HR Executive* (August 16, 2026) (Link)

[4] "Boeing Needs a Culture Overhaul. Could Strategic Hiring Help?" (solo-authored), *IndustryWeek* (July 29, 2024) (Link)

[3] "Are Games the Secret to Better Company Training?" (solo-authored), *The Wall Street Journal* (Newspaper In Print, February 20, 2024 Issue) (Link)

[2] "Does Gamified Training Get Results?" (with Ryan Buell and Tatiana Sandino), IdeaWatch. *Harvard Business Review* (In Print, March-April 2023 Issue) (Link)
- Lead article

[1] "Pay-For-Performance and Innovative Thinking" (with Susanna Gallani and Jee-Eun Shin), *Strategic Finance* (April 2023) (Link)

WORKING PAPERS

"Reputation-Building Actions After Corporate Social Irresponsibility" (with Aneesh Raghunandan, Shiva Rajgopal and Wenxin Wang) (Link)
- Media mention: *The FinReg Blog*; *CLS Blue Sky Blog*

"Learning or Playing? The Effect of Gamified Training on Performance" (with Ryan Buell and Tatiana Sandino) (Link)
- Media mention: *Marketplace (Show)*; *Fortune*; *Columbia Business School Research in Brief*; *HBS Working Knowledge*; *The Wall Street Journal*

"Employer and Employee Responses to Generative AI: Early Evidence" (with Philip Berger, Lin Qiu and Cindy Xinyi Shen) (Link)

- Awarded 2024 Bernstein Center for Leadership and Ethics Faculty Research Grant ($10,000)
- Awarded Digital Future Initiative Research Grant ($50,000)
- Media mention: *CBS News (MoneyWatch); HR Executive*

"CEO-Board Cultural Proximity" (with Philip Berger, Yufei Chen and Lin Qiu) (Link)
- Media mention: *Harvard Law School Forum on Corporate Governance*

"Do Diverse Directors Influence DEI Outcomes?" (with Jillian Grennan and Lin Qiu) (Link)
- Awarded Provost's Junior Faculty Grant ($30,000)
- Media mention: *TEDx Talk*; *Harvard Law School Forum on Corporate Governance*

"How Firms Internally Drive Value: A Measurement Approach" (with Dennis Campbell, Patrick Ferguson and Wenxin Wang) (Link)

"Supervisor Behavior in Times of External Performance Pressure" (with Matthias D. Mahlendorf and Fan Wu) (Link)

"The Spillover Effect of Adopting a Formal Culture-fit Measurement System in the Employee Selection Process" (solo-authored)
- Awarded 2022 Bernstein Center for Leadership and Ethics Faculty Research Grant ($10,000)
- Media mention: *TEDx Talk*; *Columbia Business School Research in Brief*

"Empowerment through Employee Reflection" (with Yaxuan Chen, Yuefei Chen and Yufei Chen) (Link)

"Minority Representation at Work" (with Matthias Breuer, Anthony Le and Felix Vetter) (Link)

"Mergers and Non-contractible Benefits: The Employees' Perspective" (with Andrea Prat and Jiehang Yu) (Link)
- Included in the NBER conference "Megafirms and the Economy"
- Featured on the NBER homepage
- Media mention: *ProMarket*

"The Informed Insider: A Leading Measure of Quality" (with Dennis Campbell, Yaxuan Chen, Yufei Chen and Andrea Prat) (Link)
- Awarded 2025 Bernstein Center for Leadership and Ethics Faculty Research Grant ($10,000)
- Featured on the NBER homepage
- Included in the CEPR conference

INVITED AUDIENCE TALKS

"A Symphony of Inclusion" TEDx Talk. Released November 2023. (YouTube Link)

"How Video Game Training Can Boost Employee Performance" Marketplace (Show). Released October 25, 2023. (Episode Link)

"Culture Fit System: How to Measure and Manage Culture through Employee Selection" Columbia Provost SCHOLARTalks. Released June 5, 2023.

INVITED SEMINARS AND PRESENTATIONS (Presenter*; Discussant^)

2027

Arizona State University* (scheduled)
University of Pittsburgh* (scheduled)
University of Minnesota* (scheduled)

New York University* (scheduled)
University of Chicago (Booth)* (scheduled)
Georgetown University* (scheduled)
Emory University* (scheduled)
Baruch College (Zicklin)* (scheduled)
University of Southern California* (scheduled)
2027 Global Management Accounting Research Symposium (Plenary Speaker)* (scheduled)

2026

University of California San Diego*
MIT*
University of Michigan*
University of Florida*
Erasmus University Rotterdam*
University of Amsterdam*
WU Vienna*
Tilburg University*
Maastricht University*
AAA Management Accounting Section Meeting*
Berkeley Culture Conference*
AAA Financial Accounting Section Meeting^
Columbia Management Accounting Conference (Co-organizer; Closing Remarks)*
Annual CMU Accounting Mini Conference*
Anniversary Conference: 50 Years of Accounting, Organizations and Society^
Columbia Bernstein Research Lightning Talks*

2025

Rutgers University*
Columbia Business School Seminar in Economics Division*
Purdue University*
University of Utah*
Duke University*
London School of Economics*
Fordham University*
AAA Management Accounting Section Meeting*^
Berkeley Culture Conference*
Columbia Bernstein Research Lightning Talks*
Stanford Labor and Accounting Conference*
Columbia Management Accounting Conference (Co-organizer; Welcome Remarks)*
Harvard Business School IMO Conference*
2025 Asia-Pacific Management Accounting Research Symposium (Panel Speaker)*

2024

University of Iowa*
Chinese University of Hong Kong – Shenzhen*
University of Pennsylvania (Wharton)*
AAA Management Accounting Section Meeting*^
Berkeley Culture Conference*
2024 UIUC Emerging Management Accounting Scholars Symposium*
Columbia BRITE Conference*
UC Davis Accounting Research Conference*
Columbia Management Accounting Conference (Co-organizer; Closing Remarks; Presenter)*
2024 Virginia Tech Accounting Research Conference*
University of Chicago SIOE Conference*
Columbia Burton Accounting Conference*

Dean's Office DEI Research Insights*

2023

Cornell University*
University of Central Florida*
Michigan State University*
Yeshiva University*
AAA Management Accounting Section Meeting*^
Hawaii Accounting Research Conference*^
AAA Financial Accounting Section Meeting*
Berkeley Culture Conference*
Columbia Provost SCHOLARTalks*
Columbia Junior Faculty Lightning Talks*
Harvard Business School IMO Conference^
CPA Ontario Centre for Sustainability Reporting and Performance Management Conference*
Columbia Summer Research Seminar*
TEDxColumbiaUniversity*
2023 Institute of Management Accountants (IMA) Women's Leadership Summit*
Columbia Bernstein Research Lightning Talks*
2023 Review of Accounting Studies Conference*

2022

University of Amsterdam*
University of Hong Kong*
Frankfurt School of Finance and Management*
AAA Management Accounting Section Meeting*^
Hawaii Accounting Research Conference*^
NYU Four School Accounting Conference*
CAPANA Conference*
Columbia Junior Accounting Faculty Conference*
Global Management Accounting Research Symposium*
Journal of Management Accounting Research Brownbag Series*
Columbia Bernstein Research Lightning Talks*
Columbia Burton Accounting Conference*
Columbia Executive Roundtable*

2021

National University of Singapore*
Columbia Business School Brownbag*
AAA Management Accounting Section Meeting*^

2020

Carnegie Mellon University*
Columbia University*
University of British Columbia*
University of Chicago*
University of Illinois Urbana-Champaign*
University of Toronto*
University of Wisconsin-Madison*
Columbia Business School Brownbag*
AAA Management Accounting Section Meeting*^

2019

Harvard Business School*

AAA Management Accounting Section Meeting*^
AIMA World Conference on Management Accounting Research*
AAA Annual Meeting*^

2018

AAA Annual Meeting*^

2017

Harvard Business School Brownbag*
AAA Annual Meeting*^

CONFERENCE PARTICIPATION

2026

Dartmouth Accounting Winter Conference; UIUC Emerging Management Accounting Scholars Symposium; Harvard Business School IMO Conference; NYU Big Apple Accounting Conference; Contemporary Accounting Research Annual Conference; Columbia Burton Accounting Conference

2025

Columbia Junior Accounting Faculty Conference; The Second Annual Conference of the Accounting and Economics Society at Columbia University; NYU Big Apple Accounting Conference; PCAOB/Management Science Registered Reports Conference; Contemporary Accounting Research Annual Conference; NBER Megafirms and the Economy Conference; Columbia Burton Accounting Conference

2024

NYU Big Apple Accounting Conference; 2024 Journal of Accounting Research Registered Report Conference; Georgetown Field Experiment Conference; 2024 Review of Accounting Studies Conference

2023

Tulane Accounting Research Conference; Purdue Accounting Theory Conference; Contemporary Accounting Research Annual Conference; Columbia Burton Accounting Conference; Columbia Data Science Institute Annual Research Poster Event

2022

AAA New Faculty Consortium; Deloitte Trueblood Conference; Harvard Business School IMO Conference; Labor and Accounting Conference; UIUC Emerging Management Accounting Scholars Symposium; AAA Annual Meeting; Review of Accounting Studies Annual Conference; Contemporary Accounting Research Annual Conference

2021

CPMRE Performance Management Research Symposium; Journal of Management Accounting Research Brownbag Series; Contemporary Accounting Research Annual Conference; Review of Accounting Studies Annual Conference; Labor and Accounting Conference; Columbia Burton Accounting Conference; Accounting Design Project Virtual Events; Annual Rotman Accounting Research Conference

2020

Columbia Junior Accounting Faculty Conference; Early Insights in Accounting Webinar Series; Journal of Management Accounting Research Brownbag Series; Contemporary Accounting Research Annual Conference; Review of Accounting Studies Annual Conference

2019

Wharton Spring Accounting Conference; Deloitte Foundation Doctoral Consortium; Harvard Business

School IMO Conference; CPMRE Performance Management Research Symposium

2018

Wharton Theory Boot Camp; Harvard Business School Consortium for Operational Excellence in Retailing; UNC Tax Doctoral Consortium; Harvard Business School IMO Conference

2017

Harvard Business School IMO Conference

2016

NYU Stern Annual Accounting Summer Camp; Harvard Business School IMO Conference

ACADEMIC SERVICE

Editorial Board

The Accounting Review (2026–)
Contemporary Accounting Research (2026–)
Accounting Horizons (2024–)
Journal of Management Accounting Research (2024–)

Ad-hoc Reviewer

The Accounting Review; *Journal of Accounting Research*; *Journal of Accounting and Economics*; *Management Science (Accounting)*; *Management Science (Behavioral Economics and Decision Analysis)*; *Management Science (Strategy)*; *Management Science (Sustainability)*; *Contemporary Accounting Research*; *Review of Accounting Studies*; *Journal of Management Accounting Research*; *Production and Operations Management*; *Accounting, Organizations and Society*; *Accounting Horizons*; *Journal of Corporate Finance*; *Applied Economics Letters*; *Management Accounting Research*; *Journal of Business Finance & Accounting*; *Accounting Forum*; AAA Annual Meeting; AAA Management Accounting Section Meeting; AAA Financial Accounting Section Meeting; AAA Diversity Section Meeting; Hawaii Accounting Research Conference; MIT Asia Conference in Accounting; Annual Conference of the Accounting and Economics Society

Doctoral Dissertation Committee

Yaxuan Chen (PhD at Harvard University; initial placement: Cornell University)
Yue Chen (PhD at Columbia University; initial placement: The Chinese University of Hong Kong)
Maliha Chowdhury (PhD student at Columbia University; expected graduation in 2026)
Wenxin Wang (Co-chair; PhD student at Harvard University; expected graduation in 2027)

Doctoral Summer Paper Advising

Jiehang Yu (2026, second-year paper, Columbia PhD)
Yufei Chen (2026, first-year paper, Columbia PhD)
Jiehang Yu (2025, first-year paper, Columbia PhD)
Wenxin Wang (2024, second-year paper, Harvard PhD)

Pre-Doctoral Advising

Karen Jingying Wang (2026, NYU PhD)
Cindy Xinyi Shen (2025, Northwestern Kellogg PhD)
Yufei Chen (2025, Columbia Business School PhD)
Katherine Wenqi Xie (2025, Northwestern Kellogg PhD)
Jiehang Yu (2024, Columbia Business School PhD)
Sunho Yoo (2024, MIT Sloan PhD)
Aidan Aguilar (2023, Harvard Law School JD)
Wenxin Wang (2022, Harvard Business School PhD)
Jessie Guo (2022, NYU PhD)

Dian Jiao (2022, Columbia Business School PhD)

American Accounting Association
- Chair, Management Accounting Section Best Dissertation Award Committee (2026–2028)
- Track Chair, Financial Accounting and Reporting Section Meeting (Track: Human Capital, Innovation and Media) (2025–2026)
- Management Accounting Section Best Dissertation Award Committee (2025–2026)
- Management Accounting Section Best Early Career Award Committee (2025–2026)
- Management Accounting Section Best Paper Award Committee (2024–2025)
- Management Accounting Section Nominations Committee (2023–2024)
- Management Accounting Section Best Dissertation Award Committee (2022–2023)
- Management Accounting Section Doctoral Colloquium: faculty mentor (2022)
- Management Accounting Section Doctoral Colloquium: presenter and panelist (2021)

Institute of Management Accountants (IMA)
- Chair of the Doctoral Grant Review Committee (2023–)
- Member of the IMA Research Foundation (IRF) Executive Board Committee (2023–)

Berkeley Culture Conference
- Member of the Academic Advisory Board (2023–)

Harvard University
- Chair of Wyss Mentoring Award Committee (2018–2019)
- Member of Wyss Mentoring Award Committee (2016–2018)

Columbia University
- Provost Faculty Early Career Scholarship Grants Review Committee (2026)
- Columbia Business School AI Curriculum Strategy Committee (2025–)
- Management Division Faculty Search Committee (Outsider) (2025–2026)
- Initiator and Co-organizer of Columbia Management Accounting Conference (2024–)
- The Sanford C. Bernstein & Co. Center for Leadership and Ethics: Faculty Leader (2023–)
- Search Committee DEI Advocate (2023)
- Accounting Predoctoral Program: Coordinator (2023–)
- Co-organizer of Accounting Seminar Series (2021–2023)
- Co-organizer of Accounting Brownbag Series (2021–2023)
- Co-organizer of Accounting Alumni Day (2021–2023)
- Co-organizer of Accounting DEI Research Seminars (2021–2023)
- Co-organizer of Columbia Burton Accounting Conference (2022)
- Member of Faculty Recruiting Committee (2021–2024)
- MS Accounting Thesis Advisor (2021–)
- MBA Independent Study: Faculty Sponsor (2021–)
- MS Program Intensive Applied Research Course: Faculty Sponsor (2020–2021)
- Dean's Office Summer Research Internship Program: Faculty Sponsor (2021–)
- Undergraduate Research Fellows Program: Faculty Sponsor (2021–)

TEACHING EXPERIENCE

"Phillips Pathway for Inclusive Leadership (PPIL) – Inclusive Managers" 2023–2026
- EMBA core curriculum, Columbia Business School
- Course Designer and Instructor

"Field Management Accounting Research" 2023
- PhD summer course, University of Central Florida
- Course Designer and Instructor

"Financial Accounting" 2021–2026
- MBA core curriculum, Columbia Business School
- Instructor

"Financial Accounting" 2024
- Undergraduate core curriculum (Special Concentration in Business Management), Columbia Business School
- Instructor

"Mastering Strategy Execution" 2018
- MBA elective curriculum, Harvard Business School
- Teaching fellow for Professor Tatiana Sandino

"Financial Reporting and Control" 2017, 2018
- MBA required curriculum, Harvard Business School
- Teaching fellow for Professors Susanna Gallani, Jonas Heese, Trung Nguyen, and Ethan Rouen

"Managerial Accounting" 2017, 2018
- Undergraduate course, Harvard University
- Teaching fellow for Professor Lloyd Tanlu

PROFESSIONAL EXPERIENCE

Ernst & Young LLP, Financial Services Office, New York 2011–2014
Staff/Senior Financial Advisor

HONORS AND AWARDS

Notable Contribution to Management Accounting Literature Award, AAA Management Accounting Section 2026
Outstanding Discussion Award, AAA Financial Accounting Section 2026
Digital Future Initiative Research Grant ($50,000) 2025
Bernstein Center for Leadership and Ethics Faculty Research Grant ($10,000) 2025
Best Early Career Award, AAA Management Accounting Section 2024
Bernstein Center for Leadership and Ethics Faculty Research Grant ($10,000) 2024
IMA Emerging Scholar Award, Institute of Management Accountants (IMA) 2023
Excellence in Reviewing Award, AAA Financial Accounting Section 2023
Best Reviewer Award, AAA Management Accounting Section 2023
Bernstein Center for Leadership and Ethics Faculty Research Grant ($10,000) 2023
Best Reviewer Award, Hawaii Accounting Research Conference 2022
Bernstein Center for Leadership and Ethics Faculty Research Grant ($10,000) 2022
Innovation in Research Award, AAA Diversity Section 2022
Provost's Junior Faculty Grant ($30,000) 2022
Outstanding Reviewer Award, AAA Annual Meeting 2022
Excellence in Reviewing Award, AAA Financial Accounting Section 2022
Bernstein Center for Leadership and Ethics Faculty Research Grant ($10,000) 2021
HBS Women's Association of Greater New York Rising Star Award, Finalist 2021
Best Dissertation Award, AAA Management Accounting Section 2021
Best Reviewer Award, AAA Management Accounting Section Annual Meeting 2019
AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium Fellow 2019
Outstanding Reviewer Award, AAA Management Accounting Section 2019
Doctoral Fellowship, Harvard Business School 2015–2020
EY Spotlight Recognition Award, Ernst & Young 2012–2013
Beta Gamma Sigma Honor, Vanderbilt University 2011
National Graduates Award, Ministry of Education, China 2010

Outstanding Graduates Award, Beijing Municipal Education Commission, China 2010
2nd Prize in National Mathematical Modeling Contest, China 2008
1st Prize in Beijing Mathematics Olympiad, China 2003

MEDIA COVERAGE

Selected Media Outlets

The Economist (Print Edition); The Economist Podcast (Editor's Picks); TEDx Talk; Harvard Business Review; The Wall Street Journal; Forbes; CBS News; The Washington Post; Fortune; Marketplace (Show); Harvard Law School Forum on Corporate Governance; HBS Working Knowledge; The FinReg Blog; CLS Blue Sky Blog; Columbia News (Groundbreaking Research Roundup); Columbia Business School Press Release; Columbia Business School Insights; Columbia Business School Magazine; Columbia Business School Research at Work; Columbia Business School DEI Initiative Newsletter; Phoenix New Media; ProMarket; IndustryWeek

Selected Media Mentions

"The Hidden Signal That Predicts Who Will Become a Future CEO"
The Wall Street Journal October 20, 2026
- Featured work: "Executive Cooperativeness: Evidence from Conference Calls"

"The Secret to Good Questions"
The Economist July 9, 2026
- Featured work: "Throwing Curveballs: Unpacking Surprising Questions in Evaluative Settings and Probing their Origins"

"When Mergers Break the Workplace"
ProMarket June 23, 2026
- Featured work: "Mergers and Non-contractible Benefits: The Employees' Perspective"

"Recent College Graduates Face a New Obstacle in Finding a Job: AI"
CBS News (MoneyWatch) July 11, 2025
- Featured work: "Employer and Employee Responses to Generative AI: Early Evidence"

"Minority and Labor Representation Helps Worker Welfare and Productivity"
ProMarket July 5, 2024
- Featured work: "Minority Representation at Work"

"How Video Game Training Can Boost Employee Performance"
Marketplace (Show) October 25, 2023
- Featured work: "Learning or Playing? The Effect of Gamified Training on Performance"

"KPMG Offered Video Game Training to Some Employees. They Brought 16% More Clients and 36% More in Revenue-Generating Fees"
Fortune September 28, 2023
- Featured work: "Learning or Playing? The Effect of Gamified Training on Performance"

"Dynamic CEO-Board Cultural Proximity"
Harvard Law School Forum on Corporate Governance June 26, 2023
- Featured work: "CEO-Board Cultural Proximity"

"Do Companies Take Remedial Actions After Socially Irresponsible Behavior?"
CLS Blue Sky Blog March 16, 2023
- Featured work: "Reputation-Building Actions After Corporate Social Irresponsibility"

"Editor's Picks: March 13th 2023"
The Economist Podcast March 13, 2023
- Featured work: "Upward Influencers in Teams"

"The Small Consolations of Office Irritations"
The Economist March 9, 2023
- Featured work: "Upward Influencers in Teams"

"Remedial Actions After Corporate Social Irresponsibility"
The FinReg Blog February 2, 2023
- Featured work: "Reputation-Building Actions After Corporate Social Irresponsibility"

"Hiring for Cultural Fit Can Be Good but Comes with Risks"
Forbes December 8, 2022
- Featured work: "Formalizing the Informal: Adopting a Formal Culture-fit Measurement System in the Employee Selection Process"

"Make the Office Kiss-Up Work for You"
The Wall Street Journal November 20, 2022
- Featured work: "Upward Influencers in Teams"

"Do Diverse Directors Influence DEI Outcomes?"
Harvard Law School Forum on Corporate Governance November 9, 2022
- Featured work: "Do Diverse Directors Influence DEI Outcomes?"

"Reading Corporate Culture from the Outside"
The Economist July 7, 2022
- Featured work: "Executive Cooperativeness: Evidence from Conference Calls"

"To Motivate Employees, Give Them an Unexpected Bonus (or Penalty)"
Forbes March 28, 2018
- Featured work: "Incentive Effects of Subjective Allocations of Rewards and Penalties"

OUTSIDE ACTIVITIES **(required conflict of interest disclosure)**

None