

Jackson G. Lu

Sloan School of Management, Massachusetts Institute of Technology
Office: E62-322 • Email: lu18@mit.edu • Website: www.jacksonlu.net

Academic Positions

Massachusetts Institute of Technology, Sloan School of Management

Mitsui Career Development Professorship	2019 - Present
Assistant Professor of Work and Organization Studies	2018 - Present

Education

Columbia University, Columbia Business School

Ph.D. in Management (Organizational Behavior)

Williams College

B.A. in Japanese, Mathematics, Psychology (summa cum laude, Phi Beta Kappa, GPA 4.0)

Waseda University, School of International Liberal Studies

Semester abroad

Research Interests

Culture, Diversity, Creativity, Ethics, Leadership

Journal Publications (*equal authorship; † student or postdoc)

1. **Lu, J.G.**, Jin, P.[†], & English, A.S.[†] (forthcoming). Collectivism predicts mask usage during the COVID-19 pandemic. *Proceedings of the National Academy of Sciences*.
{culture}
2. **Lu, J.G.**, Swaab, R.I., & Galinsky, A.D. (forthcoming). Global leaders for global teams: Leaders with multicultural experiences communicate and lead more effectively, especially for multinational teams. *Organization Science*.
{culture}{diversity}
3. Maddux, W.W., **Lu, J.G.**, Affinito, S.[†], & Galinsky, A.D. (forthcoming). Multicultural experiences: A systematic review and new theoretical framework. *Academy of Management Annals*.
{culture}{diversity}
4. The Psychological Science Accelerator (2021). To which world regions does the valence-dominance model of social perception apply? *Nature Human Behaviour*, 5(1), 159–169.
{culture}
5. **Lu, J.G.**, Nisbett, R.E., & Morris, M.W. (2020). The Bamboo Ceiling: Why East Asians but not South Asians are underrepresented in leadership positions in the United States. *Proceedings of the National Academy of Sciences*, 117(9), 4590–4600.
{culture}{diversity}

6. **Lu, J.G.**, Liu, X.L.[†], Liao, H., & Wang, L. (2020). Disentangling stereotypes from social reality: Astrological stereotypes and discrimination in China. *Journal of Personality and Social Psychology*, 119(6), 1359–1379.

{culture}{diversity}
7. Pennycook, G., McPhetres, J.[†], Zhang, Y.[†], **Lu, J.G.**, & Rand, D.G. (2020). Fighting COVID-19 misinformation on social media: Experimental evidence for a scalable accuracy-nudge intervention. *Psychological Science*, 31(7), 770–780.

{ethics}
8. **Lu, J.G.** (2020). Air pollution: A systematic review of its psychological, economic, and social effects. *Current Opinion in Psychology*, 32, 52–65.

{cultural-ecological psychology}
9. Gong, S.* , **Lu, J.G.***, Schaubroeck, J.M., Li, Q., Zhou, Q., & Qian, X. (2020). Polluted psyche: Is the effect of air pollution on unethical behavior more physiological or psychological? *Psychological Science*, 31(8), 1040–1047.

{cultural-ecological psychology}{ethics}
10. **Lu, J.G.**, Lee, J.J., Gino, F., & Galinsky, A.D. (2018). Polluted morality: Air pollution predicts criminal activity and unethical behavior. *Psychological Science*, 29(3), 340–355.

{cultural-ecological psychology}{ethics}
11. Hirsh, J.B., **Lu, J.G.**, & Galinsky, A.D. (2018). Moral Utility Theory: Understanding the motivation to behave (un)ethically. *Research in Organizational Behavior*, 38, 43–59.

{ethics}
12. Adam, H., Obodaru, O., **Lu, J.G.**, Maddux, W.W., & Galinsky, A.D. (2018). The shortest path to oneself leads around the world: Living abroad increases self-concept clarity. *Organizational Behavior and Human Decision Processes*, 145, 16–29.

{culture}
13. Wei, W.* , **Lu, J.G.***, Galinsky, A.D., Wu, H., Gosling, S.D., Rentfrow, P.J., Yuan, W., Zhang, Q., Guo, Y., Zhang, M., Gui, W., Guo, X.Y., Potter, J., Wang, J., Li, B., Li, X., Han, Y.M., Lv, M., Guo, X.Q., Choe, Y., Lin, W., Yu, K., Bai, Q., Shang, Z., Han, Y., & Wang, L. (2017). Regional ambient temperature is associated with human personality. *Nature Human Behaviour*, 1, 890–895.

{cultural-ecological psychology}
14. Wallen, A.S., Morris, M.W., Devine, B.A., & **Lu, J.G.** (2017). Understanding the MBA gender gap: Women respond to gender norms by reducing public assertiveness but not private effort. *Personality and Social Psychology Bulletin*, 43(8), 1150–1170.

{diversity}
15. **Lu, J.G.**, Akinola, M., & Mason, M.F. (2017). “Switch On” creativity: Task switching can increase creativity by reducing cognitive fixation. *Organizational Behavior and Human Decision Processes*, 139, 63–75.

{creativity}

16. **Lu, J.G.***, Hafenbrack, A.C.*, Eastwick, P.W., Wang, D.J., Maddux, W.W., & Galinsky, A.D. (2017). “Going Out” of the box: Close intercultural friendships and romantic relationships spark creativity, workplace innovation, and entrepreneurship. *Journal of Applied Psychology*, 102(7), 1091–1108. {creativity}{culture}{diversity}
17. **Lu, J.G.**, Brockner, J., Vardi, Y., & Weitz, E. (2017). The dark side of experiencing job autonomy: Unethical behavior. *Journal of Experimental Social Psychology*, 73, 222–234. {creativity}{ethics}
18. **Lu, J.G.**, Quoidbach, J., Gino, F., Chakroff, A., Maddux, W.W., & Galinsky, A.D. (2017). The dark side of going abroad: How broad foreign experiences increase immoral behavior. *Journal of Personality and Social Psychology*, 112(1), 1–16. {culture}{diversity}{ethics}
19. Akinola, M., Page-Gould, E., Mehta P., & **Lu, J.G.** (2016). Collective hormonal profiles predict group performance. *Proceedings of the National Academy of Sciences*, 113(35), 9774–9779.

Book Chapters

20. **Lu, J.G.**, Martin, A., Usova, A., & Galinsky, A.D. (2019). Creativity and humor across cultures: Where Aha meets Haha. In S.R. Luria, J. Baer, & J.C. Kaufman (Eds.), *Explorations in creativity research* (pp. 183–203). San Diego, CA: Academic Press. {creativity}{culture}{diversity}
21. **Lu, J.G.**, Zhang, T., Rucker, D.D., & Galinsky, A.D. (2018). On the distinction between unethical and selfish behavior. In K. Gray & J. Graham (Eds.), *Atlas of moral psychology: Mapping good and evil in the mind* (pp. 465–474). New York, NY: Guilford Press. {ethics}

Practitioner Publications

- Lu, J.G.**, Akinola, M., & Mason, M.F. (2019). Switching On Creativity. *Rotman Management*. ❖ Activando la creatividad. *Harvard Deusto Business Review*. [Lead article in Spanish]
- Adam, H., Obodaru, O., **Lu, J.G.**, Maddux, W.W., & Galinsky, A.D. (2018). How living abroad helps you develop a clearer sense of self. *Harvard Business Review*.
- Lu, J.G.**, Lee, J.J., Gino, F., & Galinsky, A.D. (2018). Darker skies, darker behaviors. *Scientific American*.
- Lu, J.G.** (2017). How deep multicultural experiences inspire creativity. *Tsinghua Business Review*. [in Chinese]
- Lu, J.G.**, Akinola, M., & Mason, M.F. (2017). To be more creative, schedule your breaks. *Harvard Business Review*. ❖ Reprinted in *Harvard Business Review OnPoint* (Spring 2019)

Selected Teaching Experiences

Power and Negotiation (MBA), MIT Sloan

FA2018 Section A (66 students): **4.9/ 5.0**
FA2018 Section B (74 students): **4.9/ 5.0**
SP2020 Section A (77 students): **N/A due to COVID-19**
SP2020 Section B (78 students): **N/A due to COVID-19**

Professional Development Workshop (PDW), Academy of Management Annual Meeting 2017

o ***Scraping “Big Data” with Your Laptop: A Hands-On Introduction (2 hours)***

This interactive PDW demonstrates how to scrape “big data” from the Internet. After providing an overview of the data scraping process (i.e., the automated identification and collection of information from webpages), we will work with PDW attendees through several hands-on exercises. As an introduction to the key programming commands, our first exercise will scrape online PDF documents. After this warm-up, we will work together to develop the techniques for scraping both quantitative and qualitative data (e.g., the weather data of all U.S. ZIP codes).

R Package

Lu, J.G., Page-Gould, E., & Xu, N.R. (2017). **MicroMacroMultilevel**

This *R* package is useful because in most micro-macro multilevel modeling—where individual-level explanatory variables are used to predict a group-level outcome variable (e.g., Akinola, Page-Gould, Mehta, & Lu, 2016)—it is **statistically biased** to regress the group-level outcome variable on the *unadjusted* group means of individual-level explanatory variables (Croon & van Veldhoven, 2007).

Reference manual: <https://cran.r-project.org/web/packages/MicroMacroMultilevel/>

Invited Talks and Panels

2021

Massachusetts Institute of Technology, Institute for Work and Employment Research
Association for Psychological Science, Expert Roundtable on the Psychological Science of Racism
Chinese University of Hong Kong, Global Business Studies Seminar
Boston College, Carroll School of Management
Chinese Psychological Society
Society for Personality and Social Psychology
University of California, Riverside, Department of Psychology
Massachusetts Institute of Technology, China Seminar
University of California, Berkeley, Hass Cultural Conference

2020

University of Cambridge, Geographical Psychology Seminar
Chinese Psychological Society
Massachusetts Institute of Technology, Explorations in Management Seminar
University of Maryland, Robert H. Smith School of Business
Florida International University, Center for Leadership
Society for Personality and Social Psychology
Columbia University, Center on Japanese Economy and Business
Georgetown University, McDonough School of Business

2019

Massachusetts Institute of Technology, Department of Urban Studies and Planning

University of Illinois at Urbana-Champaign, Gies College of Business
The 11th China-India Insights Conference
Harvard University, Behavioral Insights Group Doctoral Workshop (panelist)
Academy of Management Annual Meeting (panelist)
Boston College, Carroll School of Management
Harvard University, PON Research Lab
Society for Personality and Social Psychology

2018

Peking University, Guanghua School of Management
Academy of Management Annual Meeting (panelist)
Columbia University, Center on Japanese Economy and Business

2017

INSEAD (Fontainebleau)
Harvard University, Harvard Business School
Stanford University, Graduate School of Business
Massachusetts Institute of Technology, Sloan School of Management
Cornell University, SC Johnson College of Business
Duke University, Fuqua School of Business
Peking University, Guanghua School of Management
Hong Kong University of Science and Technology, School of Business and Management
Singapore Management University, Lee Kong Chian School of Business
Nanyang Technological University, Nanyang Business School
London Business School
University of Notre Dame, Mendoza College of Business
University of Illinois at Urbana-Champaign, School of Labor and Employment Relations
University of Texas at Austin, McCombs School of Business

Selected Conference Presentations

- Lu, J.G. & Morris, M.W. (February 2021). Why East Asians, but not South Asians, Underperform in U.S. Business Schools. *Society for Personality and Social Psychology*.
- Lu, J.G., Liu, X.L., Liao, H., & Wang, L. (February 2021). Astrological stereotypes and discrimination in China. *Society for Personality and Social Psychology*.
- Lu, J.G., Nisbett, R.E., & Morris, M.W. (August 2020). The Bamboo Ceiling: Are Asians under-represented in leadership positions in the United States? *Academy of Management Annual Meeting*.
- Liu, X.L., Zhang, H., & Lu, J.G. (August 2020). Paved with good intentions: Self-regulation breakdown after altruistic ethical transgressions. *Academy of Management Annual Meeting*.
- Lu, J.G., Nisbett, R.E., & Morris, M.W. (July 2020). The Bamboo Ceiling: Are Asians under-represented in leadership positions in the United States? *International Association for Conflict Management*.
- Lu, J.G., Liu, X.L., Liao, H., & Wang, L. (August 2019). Astrological stereotypes and discrimination in China. *Academy of Management Annual Meeting*, Boston, MA.
- Lu, J.G., Swaab, R.I., Maddux, W.W., & Galinsky, A.D. (August 2019). Leader international experiences influence the success of multinational teams. *Academy of Management Annual Meeting*, Boston, MA.

- Liu, X.L.*, Lu, J.G.*, Zhang, H., & Cai, Y. (August 2019). Helping the organization but harming yourself: Consequences of unethical pro-organizational behavior. *Academy of Management Annual Meeting*, Boston, MA.
- Lu, J.G., Liu, X.L., Liao, H., & Wang, L. (July 2019). Astrological stereotypes and discrimination in China. *International Association for Conflict Management*, Dublin, Ireland.
- Liu, X.L.*, Lu, J.G.*, Zhang, H., & Cai, Y. (July 2019). Helping the organization but harming yourself: How and when unethical pro-organizational behavior increases work-to-nonwork conflict. *International Association for Conflict Management*, Dublin, Ireland.
- Lu, J.G., Lee, J.J., Gino F., & Galinsky, A.D. (February 2019). Polluted morality: The effects of air pollution on morality. *Society for Personality and Social Psychology*, Portland, OR.
- Wang, D.J., Lu, J.G., & Iyengar, S.S. (August 2018). How internal group networks affect consensus about cultural objects: Results from laboratory and field experiments. *American Sociological Association*, Philadelphia, PA.
- Lu, J.G., Bivolaru, E., Maddux, W.W., & Galinsky, A.D. (July 2018). Building the Tower of Babel: How and when international experiences foster leadership effectiveness. *International Association for Conflict Management*, Philadelphia, PA.
- Wei, W.*, Lu, J.G.*, et al. (March 2018). A temperature theory of personality. *Society for Personality and Social Psychology*, Atlanta, GA.
- Lu, J.G. (August 2017). Passionate employees are less likely to misbehave at work. *Academy of Management Annual Meeting*, Atlanta, GA.
- Akinola, M., Lu, J.G., Mason, M.F., & Crum, A.J. (August 2017). Incorporating physiology into creativity research and practice: The effects of bodily stress responses on creativity and well-being in organizations. *Academy of Management Annual Meeting*, Atlanta, GA.
- Lu, J.G., Lee, J.J., Gino F., & Galinsky, A.D. (July 2017). Polluted morality: Air pollution predicts criminal activity and unethical behavior. *International Association for Conflict Management*, Berlin, Germany.
- Lu, J.G., Lee, J.J., Gino F., & Galinsky, A.D. (May 2017). Polluted morality: Air pollution predicts criminal activity and unethical behavior. *Trans-Atlantic Doctoral Conference*, London, UK.
- Lu, J.G., Akinola, M., & Mason, M.F. (August 2016). “Switching On” creativity: Task switching increases creativity by reducing cognitive fixation. *Academy of Management Annual Meeting*, Anaheim, CA.
- Lu, J.G., Brockner, J., Vardi, Y., & Weitz, E. (August 2016). The dark side of job autonomy: Unethical behavior. *Academy of Management Annual Meeting*, Anaheim, CA.
- Lu, J.G., Hafenbrack, A.C., Maddux, W.W., Eastwick, P.W., & Galinsky, A.D. (August 2016). “Going Out” of the Box: Depth of intercultural relationships predicts creativity, workplace innovation, and entrepreneurship. *Academy of Management Annual Meeting*, Anaheim, CA.
- Savani, K., Morris, M.W., Fincher, K., Lu, J.G., & Kaufman S.B. (August 2016). A novel predictor of intercultural learning: Implicit learning ability. *Academy of Management Annual Meeting*, Anaheim, CA.
- Wallen, A.S., Morris, M.W., Devine, B.A., & Lu, J.G., (April 2016). Gender norms and performance among elite business schools. *Society for Industrial and Organizational Psychology*, Anaheim, CA.
- Lu, J.G., Hafenbrack, A.C., Maddux, W.W., Eastwick, P.W., & Galinsky, A.D. (January 2016). “Going Out” of the box: Intercultural dating sparks creativity. *Society for Personality and Social Psychology*, San Diego, CA.
- Lu, J.G., Galinsky, A.D., & Maddux, W.W. (August 2015). The dark side of going abroad: How broad foreign experiences increase immoral behavior. *Academy of Management Annual Meeting*, Vancouver, BC.

Service

Best Dissertation-Based Paper Award Committee, OB Division, AOM 2021

PhD Admissions Committee, Organization Studies, MIT Sloan 2018 - Present

PhD Student Advising

Heather Yang (MIT Sloan, dissertation committee – Placement: Bocconi University, Italy)

Ad Hoc Reviewer

Journal of Cross-Cultural Psychology

Journal of Environmental Psychology

Journal of Experimental Psychology: General

Journal of Experimental Social Psychology

Journal of International Business Studies

Journal of Personality and Social Psychology

Organizational Behavior and Human Decision Processes

Personality and Social Psychology Bulletin

PLOS One

Proceedings of the National Academy of Sciences

Psychological Review

Psychological Science

PhD Representative, Management Department, Columbia Business School 2016 - 2017

Awards, Grants, & Honors

- 30 Thinkers to Watch, *Thinkers50 Radar* 2021
- SPSP Inside the Grant Panel Award, *runner-up* (\$1,000) 2021
- The 40 Best Business School Professors Under 40, *Poets & Quants* 2019
- The Alvah H. Chapman Jr. Outstanding Dissertation Award (\$3,000) 2019
- SITE Best-Paper Award in Innovation Management, *2nd place* (€1,000) 2017
- AC⁴ Fellowship, *International Association for Conflict Management* (\$2,000) 2017
- Chazen Institute of Global Business Research Award (\$5,000) 2017
- Deming Doctoral Fellowship, *Columbia University* (\$10,000) 2016
- Best Symposium Award, *Academy of Management OB Division* (presenter) 2016
- Diversity Fund Graduate Travel Award, *Society for Personality and Social Psychology* 2016
- Graduate Travel Award, *Society for Personality and Social Psychology* 2016
- Behavioral Research Lab Fellowship, *Columbia University* 2015
- Research on Leadership Grant, *Columbia University* (\$4,427.80) 2015
- Experimental Laboratory in the Social Science Grant, *Columbia University* (\$1,000) 2015
- Doctoral Fellow, Center on Japanese Economy and Business, *Columbia University* 2013 - 2018
- Up with People Scholarship (\$8,500) 2011
- Phi Beta Kappa (*inducted junior year*), *National Academic Honor Society* 2011
- Tompkins Award for Achievement in Japanese, *Williams College* (\$3,000) 2011
- Linen Grant, *Williams College* (\$7,600) 2010
- HSBC Scholarship 2007

Selected Media Coverage

The Boston Globe, BBC, Business Insider, CBS News, The Daily Mail, The Economist, The Financial Times, Forbes, The Guardian, Harper's Magazine, Harvard Business Review, The Huffington Post, The Independent, Medium, MSN, National Affairs, National Geographic, NBC News, National Public Radio (NPR), New York Magazine, Pacific Standard, The Psychologist, Psychology Today, Quartz, Scientific American, Slate, The Sunday Times, The Telegraph, Time Magazine, The Times of India, U.S. News, USA Today, The Vancouver Sun, Vice, The Washington Post, WIRED, The World Economic Forum, Xinhua News, Yahoo!, El Ciudadano (Chilean), Jijitang (Chinese), Management Insights (Chinese), Sohu (Chinese), Helsingin Sanomat (Finnish), 20 Minuten (German), Die Welt (German), Spektrum der Wissenschaft (German), To Vima (Greek), The Economic Times (Indian), Le Scienze (Italian), Seoul Broadcasting System (Korean), Heute (Swiss), Jornal Económico (Portuguese), La Nación (Spanish), La Vanguardia (Spanish), Наука и жизнь (Russian), газета (Russian)

Computer Languages

- Proficient in R, SPSS, STATA
- Familiar with Face⁺⁺, Gephi, Linux, Mplus, MySQL, Python, Geographic Information Systems

Human Languages

Fluent in Chinese, English, and Japanese; intermediate in French and Spanish