

# Jackson G. Lu

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## Academic Positions

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### Massachusetts Institute of Technology, Sloan School of Management

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

## Education

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### 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*)

### Waseda University, School of International Liberal Studies

Semester abroad

## Research Interests

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Globalization, Culture, Diversity, Creativity, Ethics

## Journal Publications (\*equal authorship; †student/postdoc)

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1. **Lu, J.G.**, Liu, X.L.<sup>†</sup>, Liao, H., & Wang, L. (forthcoming). Disentangling stereotypes from social reality: Astrological stereotypes and discrimination in China. *Journal of Personality and Social Psychology* {culture}{diversity}
2. Maddux, W.W., **Lu, J.G.**, Affinito, S.<sup>†</sup>, & Galinsky, A.D. (forthcoming). Multicultural experiences: A systematic review and new theoretical framework. *Academy of Management Annals*. {culture}{diversity}
3. The Psychological Science Accelerator (forthcoming). To which world regions does the valence-dominance model of social perception apply? *Nature Human Behaviour*. {culture}
4. **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}
5. Pennycook, G., McPhetres, J.<sup>†</sup>, Zhang, Y.<sup>†</sup>, **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}

6. **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}
  
7. 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}
  
8. **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}
  
9. 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}
  
10. 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}
  
11. 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}
  
12. 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.  
{culture}{diversity}
  
13. **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}
  
14. **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}
  
15. **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}
  
16. **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}

17. 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

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18. **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}

19. **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

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1. **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]
2. 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*.
3. **Lu, J.G.**, Lee, J.J., Gino, F., & Galinsky, A.D. (2018). Darker skies, darker behaviors. *Scientific American*.
4. **Lu, J.G.** (2017). How deep multicultural experiences inspire creativity. *Tsinghua Business Review*. [in Chinese]
5. **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

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**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

- **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

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**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

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### 2020

Massachusetts Institute of Technology, “Explorations in Management”  
Annual Meeting of Cultural Psychology, Chinese Psychological Society  
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 11<sup>th</sup> 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**

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- 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., 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: How and when unethical pro-organizational behavior increases work-to-nonwork conflict. *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

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### PhD Student Advising

Heather Yang (MIT Sloan, dissertation committee member)

### Ad Hoc Reviewer

*Journal of Cross-Cultural Psychology; Journal of Environmental Psychology; Journal of Experimental Psychology: General; Journal of Experimental Social Psychology; 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 Science; Academy of Management Annual Meeting; International Association for Conflict Management; Society for Personality and Social Psychology*

PhD Representative, Management Department, Columbia Business School

2016 - 2017

## Awards, Grants, & Honors

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- 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, 2<sup>nd</sup> place (€1,000) 2017
- Academy of Management OB Division Doctoral Consortium Nominee 2017
- AC<sup>4</sup> 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
- Academy of Management Best Symposium Award, 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 (UWP) Scholarship (\$8,500) 2011  
*6-month world travel with UWP, a global education program of music and volunteerism*
- 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

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The Boston Globe, The British Broadcasting Corporation (BBC), The British Psychological Society, Business Insider, The Columbia Broadcasting System (CBS), The Daily Mail, The Economist, The Financial Times, Forbes, The Guardian, Harper's Magazine, Harvard Business Review, The Huffington Post, The Independent, National Affairs, The National Broadcasting Company (NBC), National Public Radio (NPR), New York Magazine, Pacific Standard, The Psychologist, Psychology Today, Quartz, Scientific American, Slate, The Telegraph, The Sunday Times, The Times of India, U.S. News, The Vancouver Sun, Vice, The Washington Post, The Week, 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

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- Proficient in Linux (data scraping), R, SPSS, STATA
- Familiar with Gephi, Mplus, MySQL, Python, QGIS (Geographic Information Systems)

## Human Languages

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