

**Emily C. Bianchi**  
Goizueta Business School  
Emory University  
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Atlanta, Georgia 30032  
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#### ACADEMIC APPOINTMENTS

2021- present                      Goizueta Term Chair, Goizueta Business School

2018- present                      Associate Professor with tenure, Goizueta Business School,  
Emory University

2011-2018                          Assistant Professor, Goizueta Business School,  
Emory University

#### EDUCATION

2012                                  Ph.D., Management, with distinction  
Columbia University

2009                                  M.Phil, Management  
Columbia University

2001                                  A.B., Psychology & Afro-American Studies, *cum laude*  
Harvard University

#### HONORS & AWARDS

“Rising Star” Early Career Award, Association for Psychological Science, 2016

Emory Williams Distinguished Teaching Award, Emory’s highest teaching honor, 2016

40 Best Business School Professors under 40, Poets & Quants, 2015

Best Published Paper in Organization & Management Theory, AOM, 2014

Alumni Award for Excellence in Research, Goizueta Business School, 2014

BBA Distinguished Educator Award, Goizueta Business School, 2014

Crystal Apple Teaching Award, Emory University, 2014

Donald Hambrick Award for excellence in the PhD Program, 2010

Merriweather Award for performance in the PhD program, 2007

Thomas T. Hoopes Prize for senior thesis, 2001

John Harvard Scholarship, 2000-2001

#### REFEREED JOURNAL ARTICLES

Chattopadhyay, S.\* & **Bianchi, E.C.\*** (in press). Does the Black/White wage gap widen during recessions? *Work & Organizations*.

Côté, S., Stellar, J., Willer, R., Forbes, R., Martin, S. & **Bianchi, E.C.** (2021). The psychology of entrenched privilege: High socioeconomic status individuals from affluent backgrounds are uniquely high in entitlement, *Personality and Social Psychology Bulletin*, 47(1), 70-88.

**Bianchi, E.C.** (2020). How the economy shapes the way we think about ourselves and others, *Current Opinion in Psychology*, 32, 120-123.

**Bianchi, E.C.**, Hall, E.V., & Lee, S. (2018). Reexamining the link between economic downturns and racial antipathy: Evidence that prejudice against Blacks rises in recessions, *Psychological Science*, 29(10), 1584-1597.

**Bianchi, E.C.\*** & Mohliver, A.C.\* (2016). Do good times breed cheats? Prosperous times have immediate and lasting implications for CEO misconduct, *Organization Science*, 27(6), 1488-1503.

**Bianchi, E.C.** (2016). American individualism rises and falls with the economy: Cross-temporal evidence that individualism declines when the economy falters, *Journal of Personality and Social Psychology*, 111(4), 567-584.

**Bianchi, E.C.** & Vohs, K.D. (2016). Social class and social worlds: Income predicts the frequency and nature of social contact, *Social Psychological and Personality Science*, 7(5), 479-486.

**Bianchi, E.C.** (2015). Assessing the robustness of the relationship between entering adulthood in a recession and narcissism, *Psychological Science*, 26(4), 537-538.

**Bianchi, E.C.**, Brockner, J., van den Bos, K., Seifert, M., Moon, H., De Cremer, D., van

Dijke, M. (2015). Trust in decision-making authorities dictates the form of the interactive relationship between outcome and procedural fairness, *Personality and Social Psychology Bulletin*, 41(1), 19-34.

**Bianchi, E.C.** (2014). Entering adulthood in a recession tempers later narcissism. *Psychological Science*, 25(7), 1429-1437.

**Bianchi, E.C.** (2013). The bright side of bad times: The affective advantages of entering the workforce in a recession, *Administrative Science Quarterly*, 58(4), 587-623.

#Winner of the Best Publication Award from the OMT Division of the AOM

**Bianchi, E.C.** & Brockner, J. (2012). In the eyes of the beholder? The role of dispositional trust in judgments of procedural and interactional fairness. *Organizational Behavior and Human Decision Processes*, 118, 46-59.

Ames, D.R., **Bianchi, E.C.**, & Magee, J.C. (2010). Professed impressions: What people say about others affects onlookers' perceptions of speakers' power and warmth. *Journal of Experimental Social Psychology*, 46, 152-158.

Ames, D.R. & **Bianchi, E.C.** (2008). The agreeableness asymmetry in first impressions: Perceivers' impulse to (mis)judge agreeableness and how it is moderated by power. *Personality and Social Psychology Bulletin*, 34, 1719-1736.

\*Indicates equal contribution

#### UNDER REVIEW

Bianchi, E.C., Martin, C., & Li, R. Does job satisfaction rise during recessions? Cross-sectional, longitudinal, and experimental evidence that job satisfaction increases in bad economic times. Under 2<sup>nd</sup> review at *Academy of Management Journal*.

Hendrick, S.M., Williams, M.J., & Bianchi, E.C. Parenthood blunts the pain for unemployment for women while exacerbating it for men. Under review at *Journal of Applied Psychology*.

#### OTHER PUBLICATIONS

Bianchi, E.C. (2018). Narcissism and the economic environment. A. Hermann, A.

Brunell, J. Foster (Eds.), *The Handbook of Trait Narcissism: Key Advances, Research Methods, and Controversies*. Springer Publishing Company: New York.

Bianchi, E.C. (2018). People who graduate during recessions earn less money - but they're happier. *Harvard Business Review*, September 21.

Bianchi, E.C. & Mohliver, A.C. (2017). Are recessions good for morality? Evidence that ethics improve when the economy falters, *Academy of Management Best Paper Proceedings*.

Bianchi, E.C. & Mohliver, A.C. (2017). CEOs who began their careers during booms tend to be less ethical. *Harvard Business Review*, May 15.

Seifert, M., Brockner, J., Bianchi, E.C., Moon, H. (2016). How workplace fairness affects employee commitment, *MIT Sloan Management Review*, 57, 15-17.

Steele, J.R., Bianchi, E.C., & Ambady, N. (2014). The effect of racial primes on the test performance of African-American and European-American children, *International Review of Social Psychology*, 27(3-4), 161-174. \*Based on undergraduate thesis.

Bianchi, E.C. (2014). Bolstered by booms and tempered by busts: American individualism rises and falls with the economy, *Academy of Management Best Paper Proceedings*.

Bianchi, E.C. (2013). Recession grads may wind up happier in the long run. *Harvard Business Review*, December 5.

Brockner, J. & Bianchi, E.C. (2012). Able and willing: The importance of motive and competence attributions on trust repair. R.M. Kramer & T.L Pittinsky (Eds.), *Restoring Trust in Organizations: Challenges and Insights* (pp. 257-275). Oxford University Press: New York.

\* Denotes graduate or undergraduate student

## INVITED TALKS

University of Arizona (2019)

University of Pennsylvania, The Wharton School (2017)

UCLA, Anderson School of Management (2017)

Yale School of Management (2016)

University of Toronto, Rotman School of Management (2016)

TedxPeachtree (2016)  
Board of Visitors, Emory University (2016)  
Last Lecture (selected by the undergraduate student body), Emory University (2016)  
University of Michigan, Ross School of Business (2015)  
University of Pennsylvania, The Wharton School, Junior OB Conference (2015)  
Emory University, Sociology Department (2015)  
Harvard Business School, Organizational Behavior Group (2014)  
Stanford Business School (2013)  
Emory Alumni Association (2013)  
MIT, Sloan School of Management (2011)  
Columbia University, School of Social Work (2011)  
Emory University, Goizueta Business School (2011)

#### **EDITORIAL SERVICE**

Editorial Board Member:

*Administrative Science Quarterly*, 2016-present

*Organizational Behavior and Human Decision Processes*, 2020-present

Guest Editor

*Proceedings of the National Academy of Sciences*

Ad-hoc Reviewer:

*American Psychologist*

*Archives of Scientific Psychology*

*Academy of Management Conference*

*Academy of Management Journal*

*Administrative Science Quarterly*

*Basic and Applied Social Psychology*

*Clinical Psychological Science*

*European Journal of Personality*

*Journal of Applied Social Psychology*

*Journal of Experimental Social Psychology*

*Journal of Management*

*Journal of Personality and Social Psychology*

*Management Science*

*Nature Communications*

*Nature: Human Behavior*

*Organizational Behavior and Human Decision Processes*

*Organization Science*

*PLoS One*  
*Personality and Social Psychology Bulletin*  
*Psychological Science*  
*Social Forces*  
*Social Problems*  
*Social Psychological and Personality Science.*

#### CONFERENCE PRESENTATIONS & SYMPOSIA

- Bianchi, E.C. (2019). Speaker. How recessions bring us together and pull us apart. American Association for the Advancement of Science, Washington DC. Symposium: "Inequality in our hearts, minds, and machines" with Keith Payne and Sendhil Mullainathan.
- Chattopadhyay, S. & Bianchi, E.C. (2018). Does the Black/White wage gap widen during recessions? Academy of Management Conference, Chicago, IL.
- Bianchi, E.C. (2018). Panelist. Inequality and Social Class Pre-Conference. Society for Personality and Social Psychology, Atlanta, GA.
- Steed, L., Marr, J.C., & Bianchi, E.C. (2017). How inequality undermines work ethic, persistence, and risk-taking. Academy of Management Conference, Atlanta, GA.
- Bianchi, E.C., (2017). The busiest professional and personal years: Juggling a young career and a young family. Symposium: "The productivity process: Research tips and strategies from prolific junior faculty." Academy of Management Conference, Atlanta, GA.
- Bianchi, E.C. (2017). Does the Black/White wage gap widen during recessions? UNC junior faculty workshop.
- Vohs, K. & Bianchi, E.C. (2017). Social class and social worlds. Society for Personality and Social Psychology, San Antonio, TX.
- Bianchi, E.C. & Cohen Mohliver, Aharon (2016). Are recessions good for morality? Academy of Management Conference, Anaheim, CA.
- Bianchi, E.C., Main, B., O'Reilly, C., & Wade, J. (2015). Minding the gender pay gap: Female CEOs and executive compensation. Academy of Management Conference, Vancouver, BC.

Bianchi, E.C. & Cohen Mohliver, Aharon (2014). Do good times breed cheats? Entering the workforce in a boom predicts later unethical behavior. Academy of Management Conference, Philadelphia, PA.

Bianchi, E.C. (2014). Bolstered by booms and tempered by busts: American individualism rises and falls with the economy. Academy of Management Conference, Philadelphia, PA

Bianchi, E.C. (2014). Entering adulthood in a recession tempers later narcissism. Academy of Management Conference, Philadelphia, PA

Bianchi, E.C. (2013). The bright side of bad times: The affective advantages of entering the workforce in a recession. Emerging Adulthood Conference, Chicago, IL.

Bianchi, E.C., Mason, M.F., Ames, D.R., & Cortland, C. (2012). Give me a piece of your mind: Observers forgive their own forgetting but assume actors' recall is diagnostic. Academy of Management Conference, Boston, MA.

Bianchi, E.C. (2011). Worse off but happier? The affective advantages of graduating in a recession. Academy of Management Conference, San Antonio, TX

Bianchi, E.C., Mason, M.F., Ames, D.R., & Cortland, C. (2011). Give me a piece of your mind: Observers forgive their own forgetting but assume actors' recall is diagnostic. Association for Psychological Sciences, Washington, DC.

Ames, D.R., Mason, M.F., Bianchi, E.C., & Cortland, C. (2011). Give me a piece of your mind: Observers forgive their own forgetting but assume actors' recall is diagnostic. Society for Personality and Social Psychology, San Antonio, TX.

Bianchi, E.C. (2010). Worse off but happier? The affective advantages of graduating in a recession. 4<sup>th</sup> Annual Columbia-New York University Conference, New York, NY

Bianchi, E.C., Brockner, J., Van den bos, K., Miles, P., Seifert, M., Shannon, L., & Moon, H. (2010). Trust in decision-making authorities dictates the form of the interactive relationship between outcome favorability and procedural fairness. Academy of Management Conference, Montreal.

Bianchi, E.C. & Brockner, J. (2009). In the eyes of the beholder? Dispositional trust

predicts employees' perceptions procedural fairness. Academy of Management Conference, Chicago, IL.

Bianchi, E.C. & Ames, D.R. (2009). Perceived similarity as a moderator of judgments of intrinsic motivation. Academy of Management Conference, Chicago, IL.

Bianchi, E.C., Ames, D.R., & Magee, J.C. (2009). Professed impressions: What people say about others affects onlookers' perceptions of speakers' power and warmth. Academy of Management Conference, Chicago, IL.

Bianchi, E.C. & Ames, D.R. (2008). What you say and how you say it: The impact of feedback valence, content, and delivery. Academy of Management Conference, Anaheim, CA.

## TEACHING

*Bus 330: Organizations and Management*. Introductory core undergraduate BBA course  
Fall 2018 (3 sections), Mean Instructor Rating: 4.8/5.0  
Fall 2017 (3 sections), Mean Instructor Rating: 4.8/5.0  
Fall 2016 (3 sections), Mean Instructor Rating: 4.8/5.0  
Fall 2015 (3 sections), Mean Instructor Rating: 4.9/5.0  
Fall 2014 (3 sections), Mean Instructor Rating: 4.9/5.0  
Fall 2013 (3 sections), Mean Instructor Rating: 4.9/5.0  
Fall 2012 (3 sections), Mean Instructor Rating: 4.8/5.0  
Fall 2011 (2 sections), Mean Instructor Rating: 4.9/5.0

## SELECT MEDIA MENTIONS

**Wealthier people spend less time socializing (Bianchi & Vohs, 2016):** *NPR (Weekend Edition)*, *Washington Post*, *The Atlantic*, *Vox*, *Daily Mail*, *New York Magazine*, *Business Insider*

**Recessions temper narcissism (Bianchi, 2014):** *The New York Times*, *The Wall Street Journal*, *Marketplace (NPR)*, *The Atlantic*, *BusinessWeek*, *The Washington Post*, *Huffington Post*, *The Boston Globe*, *YahooFinance*, *Psychology Today*, *New York Magazine*, *Toronto Star*, *The Daily Mail*, *Science Times*, *The Boston Globe*, *Scientific American*, *APA Observer*, *Yahoo!*

**Recession graduates are happier with their jobs (Bianchi, 2013):** *The New York Times*, *The Economist*, *The Financial Times*, *USA Today*, *The Atlantic*, *The Los Angeles Times*, *Harvard*



Business Review, BusinessWeek, Huffington Post, Yahoo! Finance, LinkedIn, Parade, Georgia Public Broadcasting (Morning Edition), The Telegraph, The Seattle Times

**PROFESSIONAL AFFILIATIONS**

Academy of Management, American Psychological Association, Society for Personality and Social Psychology, Society for the Psychological Study of Social Issues

**OTHER WORK EXPERIENCE**

Booz Allen Hamilton, Senior Consultant, 2005-2006

Georgia Law Center for the Homeless, Senior Advocate, 2002-2005

Harvard Psychology Department and the Harvard Civil Rights Project, Research Assistant, 2001-2002