LAURA E. WALLACE

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Education and Academic Appointments

Emory University, Goizueta Business School
Assistant Professor of Organization & Management, 2025-present

University of Chicago, Booth School of Business
Principal Researcher, 2022-2025

George Mason University
Postdoctoral Researcher 2020-2022

Ohio State University
Postdoctoral Researcher, 2019-2020
Ph.D. Psychology, 2019, Minors: Quantitative Psychology and Sociology
M.A. Psychology, 2015

Xavier University
Honors B.A., 2012, *Summa Cum Laude,* Organizational Communications;
Minors: Business, Psychology, & Environmental Studies

Publications

Mentee denoted by underline

Zaw, S., **Wallace, L. E.**, & O'Brien, E. (in press). Insights into growth mindsets over time: People with growth vs. fixed mindsets demonstrate steeper declines in their reactions to others' repeated failures. *Journal of Personality and Social Psychology.*

Wallace, L. E., Murphy, M. C., Hernandez-Colmenares, A., & Fujita, K. (2026). When do personal mindsets predict interest in a culture of growth versus genius? A mindset strength perspective. *Journal of Personality and Social Psychology, 130*(2), 291–307. https://doi.org/10.1037/pspi0000498 [PDF] [Supplement]

Vaughan-Johnston, T. I., Fowlie, D. I., **Wallace, L. E.**, Susmann, M. W., & Fabrigar, L. R. (2025). The preference for attitude neutrality. *Journal of Experimental Psychology: General, 154*(4), 1038–1062. [PDF] [Supplement] [Scale]

Wallace, L. E.*, Reeves, S. L.*, & Spencer, S. J. (2024). Celebrating organizational history triggers social identity threat among Black Americans. *Proceedings of the National Academy of Sciences, 121*(16), e2313878121. [PDF] [Supplement]

Wallace, L. E., Craig, M. A., & Wegener, D. T. (2024). Biased, but expert: Trade-offs in how stigmatized versus non-stigmatized advocates are perceived and consequences for persuasion. *Journal of Experimental Social Psychology, 10,* 104519. [PDF] [Supplement]

Wallace, L. E., Hinsenkamp, L., Wegener, D. T., & Braun, Z. (2024). Effects of one-versus two-sided messages on perceived bias: When presenting two sides does versus does not

alleviate concerns about bias. *Personality and Social Psychology Bulletin*, *50*(5), 807-820. [PDF] [Supplement]

Wallace, L. E., LaCosse, J., Murphy, M. C., Hernandez-Colmenares, A., Edwards, L. J., & Fujita, K. (2023). Matching and mismatching personal and organizational mindsets: Effects on belonging and organizational interest. *Journal of Experimental Psychology: General, 152*(12), 3526-3545. [PDF] [Supplement]

Wallace, L. E. & Wegener, D. T. (2023). A test of vaccine endorsement by political in- versus out-group sources: Effect on vaccination likelihood and exploration of mediation through perceived bias and liking. *Social and Personality Psychology Compass,* e12818. [PDF] [Supplement]

Ng, R., See, Y. H. M., & **Wallace, L. E.** (2023). When objective ambivalence leads to subjective ambivalence: An affect-cognition matching perspective. *Personality and Social Psychology Bulletin, 49*(10),1495-1510. [PDF] [Supplement]

Susmann, M. W., Xu, M., Clark, J. K., **Wallace, L. E**., Blankenship, K. L., Philipp-Muller, A., Luttrell, A., Wegener, D. T., & Petty, R. E. (2022). Persuasion amidst a pandemic: Insights from the elaboration likelihood model. *European Review of Social Psychology, 33*(2), 323-359. [PDF]

Wallace, L. E., Wegener, D. T., & Simon, K. (2021). A prototype analysis of the traditional source characteristics: Likeability, trustworthiness, expertise, and power. *Behavior Research Methods, 53*(3), 1188-1201. [PDF] [Supplement]

Wallace, L. E., Wegener, D. T., Quinn, M. E., & Ross, A. J. (2021). Influences of position justification on perceived bias: Immediate effects and carry-over across persuasive messages. *Personality and Social Psychology Bulletin, 47*(7), 1188-1204. [PDF] [Supplement] [Stimulus File]

Wallace, L. E., Wegener, D. T., & Petty, R. E. (2020). Influences of source bias that differ from source untrustworthiness: When flip-flopping is more and less surprising. *Journal of Personality and Social Psychology*, *118*(4), 603–616. [PDF] [Supplement]

Wallace, L. E., Wegener, D. T., & Petty, R. E. (2020). When sources honestly provide their biased opinion: Bias as a distinct perception with independent effects on credibility and persuasion. *Personality and Social Psychology Bulletin, 46*(3), 439-453. [PDF] [Supplement] [Stimulus File]

Wallace, L. E., Wegener, D. T., & Petty, R. E. (2020). Consuming information from sources perceived as biased versus untrustworthy: Parallel and distinct influences. *Journal of the Association for Consumer Research, 5*(2), 137-148. [PDF]

Wallace, L. E., Patton, K. M., Luttrell, A., Sawicki, V., Fabrigar, L. R., Teeny, J. T., MacDonald, T. K., Petty, R. E., and Wegener, D. T**.** (2020). Perceived knowledge moderates the relation between subjective ambivalence and the "impact" of attitudes: An attitude strength perspective. *Personality and Social Psychology Bulletin, 46*(5), 709-722. [PDF] [Supplement] [Stimulus File]

Philipp-Muller, A., **Wallace, L. E.**, & Wegener, D. T. (2020). Where does moral conviction fit?: A factor analytic approach examining antecedents to attitude strength. *Journal of Experimental Social Psychology, 86*, 1-12. [PDF] [Supplement]

Philipp-Muller, A., **Wallace, L. E.,** Sawicki, V., Patton, K. M., & Wegener, D. T. (2020). Understanding when similarity induced affective attraction predicts willingness to affiliate: An attitude strength perspective. *Frontiers in Psychology, 11,* Article 1919. [PDF]

Wallace, L. E., Anthony, R., End, C. M., & Way, B. M. (2019). Does religion stave off the grave? Religious affiliation in one's obituary and longevity. *Social Psychological and Personality Science*, *10*(5), 662-670. [PDF] [Supplement]

Wegener, D. T., Kelly, J. R., **Wallace, L. E.**, & Sawicki, V. (2014). Public opinions of biofuels: Attitude strength and willingness to use biofuels. *Biofuels*, *5*(3), 249-259. [PDF]

Selected Manuscripts in Review Process

*Manuscripts available upon request; Mentee denoted by underline; *equal contribution*

Wallace, L. E., Kim, Y., & Levine, E. E. (invited revision). Perpetuating disadvantage and distrust: Leaders abandon victims due to concerns about distrust. *Journal of Personality and Social Psychology*.

Wallace, L. E. & Levine, E. E. (invited resubmission). People punish false information less when it stems from biased beliefs versus dishonesty. *Management Science.*

Kim, Y., Levine, E. E., **Wallace, L. E.,** & Bitterly, T. B. (invited resubmission). Difficult conversations as want-should conflicts. *Journal of Personality and Social Psychology*.
**International Association of Conflict Management Outstanding Conference Paper Award winner 2024*
**Academy of Management Conflict Management Division Best Student Paper Award finalist 2024*

Levine, E. E., **Wallace, L. E.,** Kim, Y., & Perry, S. P. (invited revision). Walking the tightrope between honesty and harm: A theory of honest engagement in difficult conversations across people, context, and time. *Personality and Social Psychology Review*.

Marchese, C., **Wallace, L.E.**, Bai, X., Tan, C., Habercross, K., & Ho, G. (under review). *Understanding the Impact of LLMs for Enterprise Phishing.*
**I contribute my persuasion expertise in this collaboration with computer scientists to test the efficacy of phishing attacks; computer scientists' primary outlet for dissemination is conferences rather than journals*

Hernandez-Colmenares, A., **Wallace L. E.** & Fujita, K. (under review). *Resisting growth and fixed messages: Mindset certainty as a framework for understanding who will shift their mindset*

Philipp-Muller, A., Wegener, D. T., Haugtvedt, C. P., & **Wallace, L. E.** (in revision). *"I'm not like other attitude strength properties": Embeddedness and consistency as a framework for understanding which attitude properties lead to preference enactment versus shaping the environment.*

Chapters

Fabrigar, L. R., Wegener, D. T., Vaughan-Johnston, T. I., **Wallace, L. E.,** & Petty, R. E. (2019). A conceptual approach to designing and interpreting replication studies in psychological research. In F. R. Kardes, P. M. Herr, & N. Schwarz. *Handbook of research methods in consumer psychology*. (pp. 483-507).

Wegener, D. T. & **Wallace, L. E.** (2018). Attitudes. In T. Nelson (Ed.) *Getting Grounded in Social Psychology.* (pp. 105-147). New York, NY. Routledge.

Research Honors and Awards

Recognitions

2026	Fellow *Society for Experimental Social Psychology*
2025	Early Career Scholar Award *Negotiation and Team Resources - International Association for Conflict Management*
2024	Outstanding Conference Paper Award *International Association for Conflict Management*
2019	Dissertation Award Finalist – Honorable Mention Distinction *Society for Experimental Social Psychology*
2018	Outstanding Research Award *Society for Personality and Social Psychology*
2017-2018	Colloquium Chair *Ohio State University Social Psychology Program*
2017	Graduate Student Poster Award Nominee *Society for Personality and Social Psychology*

Fellowships + Funding

2026-2027	John E. Robson Innovation in Research Grant ($7,000) *Emory University*
2014-2019	Graduate Student Fellowship ($96,000) *National Science Foundation*
2017-2018	Presidential Fellowship ($30,476) *Ohio State University*

Selected Media Coverage and Public Outreach

Wallace*, Reeves*, & Spencer (2024): Chicago Booth Review
Wallace, Wegener, & Petty (2020 a, b, c): Opinion Science Podcast; The Inside Selling Podcast
Wallace, Anthony, End, & Way (2018): The Times; Newsweek; New York Post; U.S. News

Teaching Experience

Introduction to Organizational Behavior (Autumn, 2025): 4.5/5 Student Evaluation
Emory University, Goizueta Business School, BBA course

Power and Influence Guest Lecture (Spring 2024): 4.7/5 Student Evaluation
University of Chicago, Booth School of Business, MBA course

Introduction to Social Psychology, *Writing-Intensive* (Spring, 2017): 4.9/5 Student Evaluation
Ohio State University, undergraduate course

Introduction to Social Psychology (Autumn, 2016): 4.7/5 Student Evaluation
Ohio State University, undergraduate course

Teaching Awards and Training

2016-2017	Meritorious Teaching Award *Ohio State Psychology Department*
2016-2017	Outstanding Graduate Associate Teaching Award, Finalist *Ohio State College of Arts and Sciences*
2017	Robert M. Arkin Certificate in the Teaching of Psychology *Ohio State Psychology Department*
2020	Interactive Asynchronous Online Class: Technologies & Pedagogy Training *George Mason Stearns Center for Teaching and Learning*
2025	Foundations of Course Design Workshop *Emory University Center for Faculty Development and Excellence*
2025	Enhancing Teaching and Learning with Mid-Semester Inquiry Surveys Workshop *Emory University Center for Faculty Development and Excellence*
2026	Leadership Academy Certificate *Emory University Center for Faculty Development and Excellence*
2026	The Current Landscape of GenAI in Higher Ed Workshop *Emory University Center for Faculty Development and Excellence*
2026-2027	New Faculty Teaching Academy *Emory University Center for Faculty Development and Excellence*

Mentoring

- Camille Chandler, Leadership Alliance Summer Program (B.A. 2025)
- Ariana Hernandez, Summer Research Opportunity Program participant (B.A., 2019)
- Jake Taylor, Undergraduate Thesis Student (B.A., 2018)
- Mariah Willis, Undergraduate Thesis Student (B.A., 2018)
- Jennifer Eidemiller, Undergraduate Thesis Student (B.A., 2017)

RESEARCH ASSISTANT MENTORING

Supervised between three and ten RAs every semester. Facilitated discussion of selected research articles and development of research skills in regular RA meetings. Met with RAs individually to discuss graduate school and career plans.

Diversity and Inclusion Training and Involvement

Leadership Alliance Summer Program Mentor
Mentored a student from a historically excluded group in an independent research project

Summer Research Opportunities Mentor
Mentored a student from a historically excluded group in an independent research project

Certificate in Diversity and Implicit Bias Awareness
Trained to recognize and handle bias incidents, provide support to marginalized individuals, and implement practices to avoid discrimination.

Creating an Inclusive Environment for Underrepresented Groups Workshop
Discussed how professors can act as allies and help create a more welcoming college atmosphere for students from historically excluded groups.

Open Doors Partner
By displaying the Open Doors Insignia in a visible space by my desk, I indicate to others that I am trained and available to engage in discussion around bias and support individuals who are witnesses to or experiencing bias.

Editing and Reviewing

Consulting Editor for: *Journal of Personality and Social Psychology: Interpersonal Relations and Group Processes Section (2023)*

Ad hoc reviewer for: *Journal of Personality and Social Psychology; Personality and Social Psychology Review; Journal of Experimental Psychology: General; Personality and Social Psychology Bulletin*; *Journal of Experimental Social Psychology; Social Psychological and Personality Science; Scientific Reports; Motivation Science; Journal of Theoretical Social Psychology; SageOpen*; *Social Cognition*; *Social Influence; Behavioral Science and Policy; European Journal of Psychology; Journal of Social Psychology; Organizational Behavior and Human Decision Processes; Nature Communications*

Service

2026	Founder *Attitudes and Social Influence Interest Group*
2026	PhD Recruitment

	Organization and Management Area, Goizueta Business School
2025-present	Hightower Seminar Organizer *Organization and Management Area, Goizueta Business School*
2025-2028	Attitudes Preconference Organizer (selection based on "Rising Star" in the field) *Society for Personality and Social Psychology*
2024	Doctoral Dissertation Research Reviewer *National Science Foundation, Decision, Risk, & Management Sciences*
2023, 2024	Annual Meeting Reviewer *Academy of Management, Conflict Management and Diversity, Equity, and Inclusion Divisions*
2019	Outstanding Research Award and Graduate Poster Award Reviewer *Society for Personality and Social Psychology*
2018-2019	Ostrom Chair Assistant *Ohio State Social Psychology Colloquium Series*
2017-2018	Faculty Presenter *Ohio State Nosker Residence Hall, Healthy Relationships Programming*
2016-2017	Colloquium Chair Assistant *Ohio State Social Psychology Colloquium Series*
2015-2016	Schedule Coordinator *Ohio State Social Psychology Colloquium Series*
2015	Volunteer *Society for Personality and Social Psychology Conference, Long Beach, CA*
2014-2015	Orientation Coordinator *Ohio State Social Psychology Program*
2014	Volunteer *Society for Experimental Social Psychology (SESP) Conference, Columbus, OH*

Presentations

Symposia Organized

Avoiding Threats in Organizations. (2026, August). Academy of Management Annual Meeting. Invited speakers included Jungmin Lee, Bruce Mei, Andrea Low, and Phuong Le; Vanessa Bohns was discussant.

Identifying and Solving Psychological Barriers to Effective Engagement. (2026, July). International Association for Conflict Management Annual Meeting. Invited speakers included Jungmin Lee, Dilan Tulan, Andrea Low, Jimmy Stalford, and Andrea Dittman

New Directions in Mindsets Research in Organizations. (2026, July). International Association for Conflict Management Annual Meeting. Invited speakers included Eva Lin, Julia Langdon, Ezgi Ozgumus, and Subhasree Basak

Advances in Understanding Trust to Address Societal Issues. (2026, February). Society for Personality and Social Psychology Annual Meeting. Invited speakers included Ariana Hernandez-Colmenares, Rebecca Ponce de Leon, and Kyle Dobson

Benefits and Challenges of Neutrality. (2025, October). Society of Experimental Social Psychology Annual Meeting. Lisbon, Portugal. Co-chair with Thomas Vaughan-Johnston. Invited speakers included Alex Shaw, Ruiquin Han, and Aviva Philipp-Muller.

Personal Growth: The Latest Insights on How We Learn from Our Own and Others' Failures. (2023, August). Academy of Management Annual Meeting. Boston, MA. Co-chair with Yena Kim. Invited speakers included Erin Frey, Lauren Eskreis-Winkler, and Isaac Smith.

Personal Growth: The Latest Insights on How We Learn from Our Own and Others' Failures. (2023, July). International Association for Conflict Management. Thessaloniki, Greece. Co-chair with Yena Kim. Invited speakers included Erin Frey, Lauren Eskreis-Winkler, and Isaac Smith.

Historical and Societal Perspectives on Racism and Oppression of Native Americans. (2022, October). Society of Experimental Social Psychology, Philadelphia, PA. Chair. Invited speakers included Aerielle Allen, Tyler Jimenez, and Michael Perez.

Persuasion Processes in Social Change. (2022, February). Society for Personality and Social Psychology, San Francisco, CA. Co-chair with Maureen Craig. Invited speakers included Hema Selvanathan, and Koji Takahashi.

Psychology of Social Change. (2019, May). Association for Psychological Science, San Francisco, CA. Co-chair with Kentaro Fujita. Invited speakers included Geoff Cohen, Nour Kteilly, and Kristin Laurin

Psychology of Change. (2018, April). Midwestern Psychological Association, Chicago, IL. Co-chair with Kentaro Fujita. Invited speakers included Amanda Diekman, Kathryn Kroeper, and Frank Kachanoff

INVITED TALKS

University at Buffalo, School of Management, Inequality at Work Small Conference (2025)
Stanford University, Graduate School of Business, Organizational Behavior Area (2024)
Harvard University, Business School, Negotiation, Organizations, and Markets Unit (2024)
University of Michigan, Department of Psychology (2024)
Emory University, Goizueta Business School, Department of Organization and Management (2024)
Rice University, Jones School of Business, Organizational Behavior Group (2024)
Arizona State University, Carey School of Business, Department of Management and Entrepreneurship (2024)
Wilfrid Laurier, Lazaridis School of Business and Economics, Management Department (2024)
University of Wisconsin, Departments of Psychology, Communication Arts Department (2024)
University of Wisconsin, Departments of Psychology, Political Science, and Mass Communication (2024)
Texas Christian University, Department of Psychology (2024)
Arizona State University, School of Interdisciplinary Forensics (2024)
University of California at Davis, Department of Psychology (2023)
Northwestern University, Department of Psychology (2023)
University of Utah, Eccles School of Business, Behavioral Lab Group (2023)
University of Illinois - Chicago, Department of Psychology (2022)
Ball State University, Department of Psychology (2022)

Midwestern Psychological Association (2022)
Arizona State University, Law and Behavioral Science Initiative (2022)
Montana State University, Department of Psychology (2022)
Florida State University, Department of Psychology (2021)
Northwestern University, Kellogg School of Business, Marketing Department (2021)
Washington University in St. Louis, Department of Psychology (2021)
Rutgers University, Department of Psychology (2020)
Indiana University-Purdue University- Indianapolis, Department of Psychology (2019)
University of Texas – El Paso, Department of Psychology (2019)
Xavier University, Department of Psychology (2016)

SELECTED CONFERENCE PRESENTATIONS

student collaborator denoted with underline

Lee, J., Bruno, R., and **Wallace, L. E.** *Who Is Trusted After Harm? Identity Similarity Shapes Anticipated Trust in Post-Mistreatment Interactions*

- Academy of Management (Presentation), August 2026
- International Association for Conflict Management (Presentation), July 2026
- Society for Experimental Social Psychology, October 2026

Wallace, L. E. & Fujita, K. *Do people know when to strategically adopt a growth vs. fixed mindset*

- International Association for Conflict Management (Presentation), July 2026

Wallace, L. E., Bruno, R., Kim, Y., & Levine, E. E. *Perpetuating disadvantage and distrust: When people avoid victims due to concerns about distrust*

- Academy of Management (Presentation), August 2024
- Ethics of Our Time Mini-Conference, April 2025
- University of Buffalo "Inequality at Work" Conference, September 2025
- Society for Experimental Social Psychology (Presentation), October 2024; 2025
- Person Memory Interest Group (Presentation), October 2025
- Society for Personality and Social Psychology (Presentation), February 2025
- International Association for Conflict Management (Presentation), July 2025
- Society for Judgment and Decision Making, November 2026

Wallace, L. E. & Levine, E. E. *Punishing false information due to bias versus dishonesty*

- Academy of Management (Presentation), August 2023
- International Association for Conflict Management (Presentation), July 2023

Wallace, L. E.*, Reeves, S. L.*, & Spencer, S. J. *Celebrating organizational history triggers social identity threat among Black Americans.*

- Diversity in Management and Organizations (Presentation), September 2023
- Academy of Management (Presentation), August 2023
- Society of Experimental Social Psychology (Presentation), October 2022

Wallace, L. E., Murphy, M. C., Hernandez, A., & Fujita, K. *When do mindsets predict interest in a culture of growth vs. genius? A mindset certainty perspective.*

- Academy of Management (Presentation), August 2023
- International Association for Conflict Management (Presentation), July 2023
- Midwestern Psychological Association (Invited Presentation), May 2022
- Society for Personality and Social Psychology (Presentation), February 2022

Wallace, L. E., Craig, M. A., & Wegener, D. T. *Biased, but expert: Trade-offs when minority versus majority group sources advocate.*

- Society for Personality and Social Psychology, February 2022

Wallace, L. E., Wegener, D. T., & Petty, R. E. *Biased, but trustworthy: How perceived source bias influences persuasion.*

- Person Memory Interest Group (Presentation), October 2021.
- Attitudes Preconference at Society for Personality and Social Psychology (Presentation), March 2018

Wallace, L. E., Wegener, D. W., Braun, Z., & Hinsenkamp, L. *Effects of one-versus two-sided messages on perceived bias: When presenting two sides does versus does not alleviate concerns about bias*

- Society for Personality and Social Psychology (Presentation), February 2024
- Society for Personality and Social Psychology (Poster), March 2020