

## CURRICULUM VITAE

### J. SANCHEZ-BURKS

University of Michigan

Stephen M. Ross School of Business, Department of Management & Organizations

701 Tappan St., Ann Arbor, MI 48109

jsanchezburks@umich.edu

## ACADEMIC POSITIONS

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<b>University of Michigan</b> Ross School of Business Ann Arbor, Michigan	<b>William Russell Kelly Professor</b> of Business Administration, 2020–present
	<b>Professor</b> , Department of Management & Organizations, 2016–present
	<b>Faculty Director</b> , Design Thinking & Innovation MBA Concentration, 2022–Present
	<b>Faculty Director</b> , +Impact Studio, 2019–2021
	<b>Faculty Director</b> , Office of Action Based Learning, 2015–2017
	<b>Faculty Director</b> , Executive MBA Leadership Development Program, 2013–2016
	Michael R. and Mary Kay Hallman <b>Fellow</b> , 2012–2016
	<b>Visiting Scholar</b> , INSEAD-Singapore/France Fall 2010
	<b>Sanford Robertson Assistant Professor</b> of Business Administration, 2003–2004
	<b>Faculty Associate</b> , Research Center for Group Dynamics, Institute for Social Research, 2002–present
<b>Assistant Professor</b> , Department of Management & Organizations, 2002–2009	
<b>University of Southern California</b> Los Angeles, California	<b>Assistant Professor</b> , Management and Organization, Marshall School of Business, 1999–2002

## EDUCATION

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<b>University of Michigan</b> Ann Arbor, Michigan	Doctor of Philosophy in Social Psychology (1999)
	Graduate Certificate in Culture and Cognition ( <i>Cultural Anthropology and Social Psychology</i> ) (1999)
	Masters in Social Psychology (1996)
<b>California State University, Northridge</b> Los Angeles, California	Bachelor of Arts, Psychology (1994)

## PUBLICATIONS

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**Sanchez-Burks, J.** (Forthcoming). *Work|Mode*. HarperCollins Business.

<sup>+</sup>Bradley, C., Greer, L., & **Sanchez-Burks, J.** (2024). When Your Employee Feels Angry, Sad, or Dejected: The right—and wrong—ways to respond. *Harvard Business Review Magazine July-August*. <https://hbr.org/2024/07/when-your-employee-feels-angry-sad-or-dejected>

<sup>+</sup>Bradley, C., Greer, L., <sup>+</sup>Trinh, E., & **Sanchez-Burks, J.** (2024). Emotion Response Strategy Theory: How, When, and Why Responding to the Emotions of Others Impacts Work Outcomes. *Academy of Management Annals*. 18(1) <https://doi.org/10.5465/annals.2022.0044>

Anvari, F., <sup>+</sup>Bachmann, J., **Sanchez-Burks, J.**, & Schneider, I. (2023). "Is "neutral" really neutral? Mid-point ratings in the Affective Norms English Words (ANEW) may mask ambivalence" 9 (1) *Collabra: Psychology, University of California Press*. <https://doi.org/10.1525/collabra.82204>

<sup>+</sup>Wellman, N., Ashford, S., **Sanchez-Burks, J.**, & Derue, S. (2022). Leading When the Boss is Present: How Leadership Structure Schemas Affect Leadership Behavior. *Journal of Leadership & Organizational Studies*. 29(3), 249–269.

**Sanchez-Burks, J.** & Sytch, M., (2021). Reimagining the Office for Immensely Human Interactions. *MIT Sloan Management Review, Reprint #62428*.

**Sanchez-Burks, J.** <sup>+</sup>Bradley, C., & Greer, L., (2021). How Leaders Can Optimize Teams' Emotional Landscapes. *MIT Sloan Management Review, 62(3), 17-19*.

**Sanchez-Burks, J.**, & Mor Barak, M. (2021). Interpersonal relationships in a global work context. In M. Mor Barak (Ed.), *Managing Diversity in the Age of Globalization: Toward a Worldwide Inclusive Workplace 5th Edition\** (pp. 213–232). Thousand Oaks, CA: Sage.   
\*Academy of Management, George R. Terry Book Award Winner.

<sup>+</sup>Yang, Y., Hong, Y-Y, H., & **Sanchez-Burks, J.**, (2019). Emotional Aperture across East and West: How Culture Shapes the Perception of Collective Affect. *Journal of Cross-Cultural Psychology, 50(6), 751-762*.

Elfenbein, H., \*Jang, D., \*Sharma, S. & **Sanchez-Burks, J.** (2017). Validating emotional attention regulation as a component of emotional intelligence: A Stroop approach to individual differences in tuning in to and out of nonverbal cues. *Emotion*, 17(2), 348-358.

**Sanchez-Burks, J.**, Bartel, C., +Rees, L., & Huy, Q. (2016). Assessing collective affect recognition via the EAM (Emotional Aperture Measure). *Cognition & Emotion*, 30(1), 117-133.

Homan, A., van Kleef, G., & **Sanchez-Burks, J.** (2016). Team members' emotional displays as indicators of group functioning. *Cognition & Emotion*. 30(1), 134-149.

**Sanchez-Burks, J.**, Karlesky, M., & Lee, F. (2015). Psychological bricolage and the creative process. In C. Shalley, M. Hitt, and J. Zhou (Eds.), *Oxford Handbook of Creativity, Innovation and Entrepreneurship* (pp. 93–102). New York, NY: Oxford University Press.

Dumas, T., & **Sanchez-Burks, J.** (2015). The professional, the personal and the ideal worker: Pressures and objectives shaping the boundary between life domains. *Academy of Management Annals*, 9(1), 1–42.

+Milovac, M., & **Sanchez-Burks, J.** (2015). Positivity makes for poor pitches: Affective tone conveyed by entrepreneurs shapes support for creative ideas. In John Humphreys (Ed.), *Proceedings of the 74th Annual Meeting of the Academy of Management*. Online ISSN: 2151–6561.

\*Uhlmann, E. & \***Sanchez-Burks, J.** (\*shared lead authorship). (2014). The implicit legacy of American Puritanism. *Journal of Cross-Cultural Psychology*, 45(6), 991–1005.

Brett, J., Behfar, K., & **Sanchez-Burks, J.** (2014). Managing cross-cultural conflicts: A close look at the implication of direct versus indirect confrontation. In N. Ashkanasy & K. Jehn (Eds.), *The Handbook of Conflict Management* (pp. 136–154). London, United Kingdom: Edward Edgar.

Ybarra, O., Kross, E., & **Sanchez-Burks, J.** (2014). The “Big Idea” that is yet to be: Towards a more motivated, contextual and dynamic model of emotional intelligence. *Academy of Management Perspectives*, 28(2), 93–107.

+Rees L., Rothman N. B., Lehavy R., & **Sanchez-Burks J.** (2013). The ambivalent mind can be a wise mind: Emotional ambivalence increases judgment accuracy. *Journal of Experimental Social Psychology*, 49, 360–367.

**Sanchez-Burks, J., & Uhlmann, E.** (2013). Outlier nation: The cultural psychology of American workways. In M. Yuki & M. Brewer (Eds.), *Culture and Group Processes* (pp. 121–142). Oxford, United Kingdom: Oxford University Press.

\*Uhlmann, E., Heaphy, E., Ashford, S., & \***Sanchez-Burks, J.** (\*shared lead authorship) (2013). Acting professional: An exploration of culturally bounded norms against nonwork role referencing. *Journal of Organizational Behavior*, 34(6), 866–886.

Ybarra, O., Kross, E., Lee, D., +Zhao, Y., & **Sanchez-Burks, J.** (2013). Toward a more contextual, psychological and dynamic model of emotional intelligence. In A. Bakker (Ed.), *Advances in Positive Organizational Psychology* (pp. 167–187). London, United Kingdom: Emerald Group.

**Sanchez-Burks, J.** (with J. Brett & K. Behfar). (2013, December 4). How to argue across cultures [blog post]. *Harvard Business Review*. Available at <http://blogs.hbr.org/2013/12/how-to-argue-across-cultures/>

**Sanchez-Burks, J.** (with +Kim, S. & Polman, E.). When truisms are true. (2012, February 25, p. SR12). *The New York Times*.

Leung, A. K.-Y., +Kim, S., Goncalo, J., +Ong, L., +Qiu, L., +Polman, E., & **Sanchez-Burks, J.** (2012). Embodied metaphors and creative acts. *Psychological Science*, 23(5), 502–509.

Ybarra, O., +Rees, L., Kross, E., & **Sanchez-Burks, J.** (2011). Social-emotional intelligence. In K. Cameron & G. Spreitzer (Eds.), *Handbook of Positive Organizational Scholarship* (pp. 201–214). Oxford, United Kingdom: Oxford University Press.

Bechtoldt, M., Beersma, B., Rohrman, S., & **Sanchez-Burks, J.** (2011). A gift that takes its toll: Emotion recognition and conflict appraisal. *European Journal of Work and Organizational Psychology*, 22(1), 1–20.

**Sanchez-Burks, J.** (2011). Cross-cultural bridges. In United States National Research Council of the National Academies, *Sociocultural Data to Accomplish Department of Defense Missions* (pp. 49–60). Washington, DC: The National Academies Press.

Plaut, V. C., +Stevens, F., +Buffardi, L., & **Sanchez-Burks, J.** (2010). “What About Me?” Perceptions of exclusion and Whites’ reactions to multiculturalism. *Journal of Personality and Social Psychology*, 101(2), 337–353.

- Ybarra, O., Keller, M., Chan, E., Garcia, S., **Sanchez-Burks, J.**, Morrison, K., & Baron, A. (2010). Being unpredictable: Friend or foe matters. *Social Psychology and Personality Science*, *1*(3), 259–267.
- Sanchez-Burks, J.**, Bartel, C., & Blount, S. (2009). Performance in intercultural interactions at work: Cross-cultural differences in response to behavioral mirroring. *Journal of Applied Psychology*, *94*(1), 216–223.
- Sanchez-Burks, J.**, & Huy, Q. (2009). Emotional aperture and strategic change: The accurate recognition of collective emotions. *Organization Science*, *20*(1), 22–34.
- Rosenthal, D. B., Wadsworth, L. A., Russell, T. L., Mathew, J., Elfenbein, H. A., **Sanchez-Burks, J.**, & Ruark, G. A. (2009). Training soldiers to decode nonverbal cues in cross-cultural interactions. (ARI Research Note 2009–12). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- <sup>+</sup>Cheng, C.-Y., Sanders, M., **Sanchez-Burks, J.**, <sup>+</sup>Molina, K., Lee, F., <sup>+</sup>Darling, E., & Zhao, Y. (2008). Reaping the rewards of diversity: The role of identity integration. *Social and Personality Psychology Compass*, *2*(3), 1182–1198.
- <sup>+</sup>Cheng, C.-Y., **Sanchez-Burks, J.**, & Lee, F. (2008). Connecting the dots within: Creative performance and identity integration. *Psychological Science*, *19*(11), 1178–1184.
- Sanchez-Burks, J.**, <sup>+</sup>Neuman, E., Ybarra, O., Kopelman, S., <sup>+</sup>Goh, K., & <sup>+</sup>Park, H. (2008). Folk wisdom about the effects of relationship conflict\*. *Negotiation and Conflict Management Research*, *1*(1), 55–78. \*Awarded Best Empirical Paper at the 2007 IACM Conference.
- <sup>+</sup>Cheng, C.-Y., **Sanchez-Burks, J.**, & Lee, F. (2008). Taking advantage of differences: Increasing team innovation through identity integration. In K. Phillips, M. Neale, & E. Mannix (Eds.), *Research on Managing Groups and Teams* (Vol. 11, pp. 55–73). Greenwich, CT: JAI Press.
- <sup>+</sup>Stevens, F., Plaut, V. C., & **Sanchez-Burks, J.** (2008). Unlocking the benefits of diversity: All-inclusive multiculturalism and positive organizational change, *The Journal of Applied Behavioral Science*, *44*(1), 116–133.
- Sanchez-Burks, J.**, & Lee, F. (2007). Cultural psychology of workways. In S. Kitayama & D. Cohen (Eds.), *Handbook of Cultural Psychology* (Vol. 1, pp. 346–369). New York, NY: Guilford.

**Sanchez-Burks, J.,** Nisbett, R., Lee, F., & Ybarra, O. (2007). Cultural training based on a theory of relational ideology. *Basic and Applied Social Psychology*, 29(3), 257–268.

**Sanchez-Burks, J.** (2007). Cultural differences. In R. Baumeister & K. Vohs (Eds.), *Encyclopedia of Social Psychology* (pp. 209-211). Thousand Oaks, CA: Sage.

**Sanchez-Burks, J.** (2005). Protestant Relational Ideology: The cognitive underpinnings and organizational implications of an American anomaly. *Research in Organizational Behavior Annual Volume* (R. Kramer & B. Staw, Eds.), 26, 265–305.

Chen, Y., Blount, S., & **Sanchez-Burks, J.** (2004). The role of status in group synchronization. In M. A. Neale, E. A. Mannix, & S. Blount (Eds.), *Research on Managing Groups and Teams: Time and Groups* (Vol. 6, pp. 111–133). London, United Kingdom: Emerald Group.

**Sanchez-Burks, J.,** Lee, F., Choi, I., Nisbett, R., Zhao, S., & Jasook, K. (2003). Conversing across cultures: East-West communication styles in work and non-work contexts. *Journal of Personality and Social Psychology*, 85(2), 363–372.

**Sanchez-Burks, J.** (2002) Protestant Relational Ideology and (in)attention to relational cues in work settings. *Journal of Personality and Social Psychology*, 83(4), 919–929.

**Sanchez-Burks, J.,** Nisbett, R., & Ybarra, O. (2000). Cultural styles, relational schemas and prejudice against outgroups. *Journal of Personality and Social Psychology*, 79(2), 174–189.

## AWARDS, HONORS, AND GRANTS \_\_\_\_\_

- 2025      **Commencement Speaker - Executive MBA**  
Nominated to be the commencement speaker for the Ann Arbor graduating Executive MBA students.
- 2025      **“Last Lecture” Speaker - Full Time MBA**  
Nominated to deliver a Last Lecture for the graduating full time MBA students.
- 2022      **Center for Academic Innovation Award:**  
“Reigniting Employee Engagement” MOOC for Michigan Online & Coursera (design and development grant), with Cheri Alexander. <https://www.coursera.org/instructor/~93233917>
- 2021      **Center for Academic Innovation Award:**

“Emotional Intelligence: Cultivating Immensely Human Interactions” MOOC for Michigan Online & Coursera (\$24,882 design and development grant), with Cheri Alexander. <https://www.coursera.org/instructor/~93233917>

- 2020 **Endowed Chair: William Russell Kelly Professor of Business Administration**
- 2020 **The Aspen Institute’s “Ideas worth Teaching Award”**  
Given for the +Impact Studio: Translating Research into Practice Cross disciplinary graduate course.
- 2018 **Best Talent Program in Saudi Arabia (Faculty Director)**  
Awarded by Society for Human Resource Management (SHRM), 2018, Dubai, UAE.
- 2016-2017 **Ewing Marion Kauffman Foundation Grant (\$63,810) (Co-PI with D. Brophy)**  
Factors that shape the evaluation and mentorship of entrepreneurs.
- 2014 **Executive Education Teaching Impact Award: Custom Programs**  
Recognition for leadership in developing and directing custom programs for Ross Executive Education clients. Award coincided with 20-point jump in 2014 *Financial Times* rankings of custom executive education program.
- 2012–2015 **Discovering the Cognitive and Neurological Basis of Cultural Competence**  
Academic Research Fund Tier 2 (MOE2012-T2-1-051) of the Ministry of Education, Singapore funded \$473,120. Principal investigator: Ying-Yi Hong. Collaborators: Michael Morris, Michele Gelfand, Carol Dweck, Mahzarin Banaji, Ming Hsu, and Brooks King-Casas.
- 2011 **Academy of Management Dexter Award Finalist**  
For “The influence of Eastern and Western societal cultures in managing strategic change.” Organization Development and Change Division
- 2010 **Academy of Management Emerald Best International Symposium Award Finalist**  
For “Wisdom through Emotions: Multi-cultural, multi-level view of how Emotions Can Make Us Wiser.” Organizational Behavioral Division
- 2010 **Nominated for the Harold R. Johnson Diversity Service Award** University of Michigan

- 2007 **Best Empirical Paper** (with Neuman, E., Ybarra, O., Kopelman, S., Park, H., & Goh, K.) Annual Meeting of the International Association for Conflict Management
- 2007 **Best Paper Proceedings** (with Cheng, C.-Y., & Lee, F.) Academy of Management, Organizational Behavior Division
- 2003 **Sanford Robertson Assistant Professor of Business Administration Chair** Stephen M. Ross School of Business, University of Michigan
- 2001 **Academy of Management Dexter Award Finalist** For Best Paper on International Relations, “Conversing Across Cultures” (Nominated by the OB Division)
- 2001 **MBA Core Golden Apple Teaching Award**, Honorable Mention Marshall School of Business, University of Southern California
- 2000 **Best Paper Proceedings** Academy of Management Meetings, Organizational Behavior Division
- 2000 **Russell Sage Foundation Grant** (Co-PI)
- 2000 **Research Excellence Award** Management and Organization Department, Marshall School of Business, University of Southern California
- 1994–1998 **Rackham Fellowship**, University of Michigan
- 1998 **Philip Brickman Memorial Prize**  
Annual Award for the Most Outstanding Paper in Social Psychology, University of Michigan
- 1996–1997 **Culture and Cognition Research Grant** National Science Foundation, Washington, DC

## PROFESSIONAL AFFILIATIONS \_\_\_\_\_

Academy of Management

Association for Psychological Science (**Elected Fellow**)

Society of Experimental Social Psychology (**Elected Fellow**)

International Society for Research on Emotion (**Elected Member**)

International Association for Conflict Management

<sup>†</sup>Ph.D. Student Collaboration

## **PRESENTATIONS**

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### ***KEYNOTE ADDRESSES***

UnLeash - Paris, October 16, 2025 Invited to deliver a keynote at this global HR Conference  
<https://www.unleash.ai/unleashworld/session/transform-your-organization-the-power-of-competent-humility-2/>

UM-Dearborn, Chancellor's Strategic Planning Thought Leaders Series: Social Dynamics that Shape Strategic Change, February 6, 2020

Red Thread Innovation, Global Leadership Forum, University of North Carolina Kenan-Flager Business School, February 22, 2019

How to design innovative solutions to everyday challenges and opportunities. General Motors Global Connected Customer Experience (GCCX) Conference, Detroit. May 2018

Red Thread Innovation, Michigan Alumni and Invited Guests Reception, Dubai, UAE, September 5, 2018

Designers in the new world of work. Design + Business Conference, Ross School of Business, University of Michigan, February 2018

Social Nature of Emotions Conference, Amsterdam, Netherlands, 2013

Yale School of Management/Cheung Kong Graduate School of Business, China-India Insights Conference, New York City, 2013

International Association of Cross-Cultural Psychology Annual Meeting, Istanbul, 2011

Michigan Diversity Council, Ann Arbor, April 2011

### ***INVITED TALKS***

MIT Sloan School of Management, April 2023

Google Paris, 2023

National Public Radio, March 20, 2023

St. Paul University - Philippines, March 2023

Positive Relations at Work, Hosted by Boston College, October 23, 2020

Design Science Seminar Series, UM College of Engineering, November 15, 2019

University of North Carolina Kenan-Flager Business School, February 20, 2019

General Motors Design Studio, August 2018

Google, November 2017

University of Illinois College of Business, March 2016

McCombs School of Business, University of Texas–Austin, March 2015

Duke University, November 2014  
University of California, Los Angeles, Spring 2014  
Michigan State University, Spring 2014  
Darden School of Business, University of Virginia, March 2013  
Kellogg School of Management, Northwestern University, February 2013  
National Academy of Sciences, Washington, D.C., September 2012  
Corporate Competitiveness in the Global Economy, Tokyo, Japan, June 2012  
Harvard Business School, Spring 2012  
Columbia Business School, Spring 2012  
Technion School of Business, Haifa, Israel, July 2011  
Sabanci School of Management, Sabanci University, Istanbul, Turkey, July 2011  
Melbourne Business School, University of Melbourne, Australia, Nov 2010  
The School of Business at The University of Western Australia, Nov 2010  
INSEAD, Singapore, November 2010  
Singapore Management University, November 2010  
Nanyang Business School, Nanyang Technological University, October 2010  
TEDx, October 2010  
National University of Singapore Business School, September 2010  
National Academies' National Research Council, Washington, D.C., August 2010  
United States Institute of Peace, Rule of Law Center, Washington, D.C., Aug 2010  
Fisher College of Business, Ohio State University, April 2010  
Goizueta Business School, Emory University, December 2009  
Moscow State University School of Business, Russia, November 2009  
Stockholm School of Economics–Riga, Latvia, September 2009  
University of Michigan Ross School of Business, Hosmer Lecture Series, February 2009  
Merage School of Business, University of California, Irvine, May 2009  
Sabanci School of Management, Sabanci University, Istanbul, Turkey, February 2009  
McCombs School of Business, University of Texas–Austin, February 2009  
Anderson Graduate School of Management, University of California–Riverside, December 2009  
Kellogg School of Management, Northwestern University, October 2008  
MIT Sloan School of Management, October 2008  
Darden Graduate School of Business, University of Virginia, September 2008  
Google, Mountain View, California, July 2008

University of New South Wales, February 2008  
University of Amsterdam, June 2007  
Leiden University, The Netherlands, June 2007  
London Business School, September 2006  
INSEAD, Fontainebleau, France, October 2006  
McCombs School of Business, University of Texas–Austin, April 2006  
University of Michigan, Design Science Colloquium, May 2006  
University of Michigan Provost’s Seminar on Teaching, January 2006  
Columbia Business School, September 2005  
University of Michigan Ross School of Business, Hosmer Lecture Series,  
October 2004  
University of British Columbia, February 2004  
Haas School of Business, University of California–Berkeley, November 2003  
Stanford University, November 2003  
University of Michigan Organizational Psychology Department, October 2003  
University of Michigan, Interdisciplinary Committee on Organizational Studies,  
October 2003  
University of Michigan, Institute for Social Research Group Dynamics Seminar,  
January, 2003  
School of Information, University of Michigan, 2003  
Wharton School, University of Pennsylvania, November 2002  
Kellogg School of Management, Northwestern University, October 2001  
Stern School of Business, New York University, October 2001  
University of Connecticut, Department of Psychology, October 2001  
University of California–Los Angeles, Department of Psychology, October 2000  
University of Illinois, Urbana-Champaign, September 2000  
University of Southern California, Center for Effective Organizations, Feb 2000  
Harvard Business School, March 1999  
Stanford University, Department of Psychology/Business School, August 1998  
Society for the Psychological Study of Social Issues Conference, Ann Arbor,  
June 1998  
University of Michigan, Department of Psychology, October 1997

*CONFERENCE SYMPOSIA*

Symposium (OB & MOC Divisions): Managing Boundaries in the New World of Work. (2024, August). Academy of Management Meeting Annual Meeting. Chicago, IL.

Symposium (OB Division): Responding to the Emotions of Others at Work: Causes and Consequences. (2023, August). Academy of Management Meeting Annual Meeting. Boston, MA.

Symposium (OB Division): Gender and Emotions: Intra- and Interpersonal Effects of Emotional Ambivalence and Compassion (2022, August). Academy of Management Meeting Annual Meeting. Seattle, WA.

Showcase Symposium (OB Division): Social Norms in Organizations: An Expansive View of Conformity and Deviance in the Workplace(Moderator). (2022, August). Academy of Management Meeting Annual Meeting.

Symposium: Using Duality to See More Broadly: Why Ambivalence and Paradox Can Benefit Organizations. (2020, August). Academy of Management Meeting Annual Meeting, Vancouver, BC.

Showcase Symposium: The Social Nature of Affect in Interpersonal Relationships and Social Networks” (with Barsade, S., Elfenbein, H., van Kleef, G., and Labianca, G.). (2018, August). Academy of Management Meeting Annual Meeting, Chicago, Illinois.

Understanding Cultural Values Can Help Diversify Work Settings (2018, May). (with Tsai, J., Kinias, Z., Lee, S., & Sim, J.) 30th APS Annual Convention, San Francisco, California.

Entrepreneurial Mentoring. (March 2017). With Thomas Jensen, David Brophy, D. Chinonye-Nnakwe, and Melanie Milovac. VentureWell, Washington D.C.

Recombination in teams. With + Cromwell, J. (Co-chairs). (2016, August). Academy of Management Annual Meeting, Anaheim, California.

The psychology of crowdfunding: How mood, passion and emotion make or break a pitch. With + Milovac, M. (Co-chairs). (2015, August). Academy of Management Annual Meeting, Vancouver, Canada.

The informative functions of emotional displays in teams. With Homan, A. (2015, August). Academy of Management Annual Meeting, Vancouver, Canada.

People perception. (Chaired by T. Philips). (2015, August). Academy of Management Annual Meeting, August 2015, Vancouver, Canada.

The social nature of emotions in organizational life. (Professional development workshop organized by K. Niven). (2015, August). Academy of Management Annual Meeting, Vancouver, Canada.

Developments in conceptualizing and measuring emotional abilities. With Elfenbein, H., Jang, D., & Sharma, S. (2014, August). (Organized by D. Jang & H. A. Elfenbein). Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

The interplay between conflicts and emotions: A multilevel perspective. (Co-chair with A. Homan). (2014, July). 27th Annual Conference of the International Association for Conflict Management, The Netherlands.

Multicultural, multi-method analyses of emotion expression interpretation in organizational life.\* (2012, August). Academy of Management Annual Meeting, Boston, Massachusetts. \*Featured as a showcase symposium for the OB Division (+L. Rees, Chair).

The emergence of wise crowds and individuals: Social psychological and group and individual processes of the wisdom-of-crowds effect. (Co-chair with L. Rees). (2012, January). Participants: R. Larrick, E. Vul, H. Pashler, I. Aggarwal, & T. Malone. Society for Personality and Social Psychology Annual Meeting, San Diego, California.

Crossing East-West boundaries. With Huang, L., Gibson, C., Hass, M., Rebekah, D., & Choudhury, P. (2011, August). Academy of Management Annual Meeting, San Antonio, Texas.

Am I a leader? Exploring leadership identity construction in organizations. With +Wellman, N., Ibarra, I., Ashford, S., DeRue, S., & Carson, J. (2011, August). Academy of Management Annual Meeting, San Antonio, Texas.

Managing national/functional cultural diversity in creativity and innovation. With +Kwan, L., Leung, A., & Liou, S. (2011, August). Academy of Management Annual Meeting, San Antonio, Texas.

Social isolation in the workplace: A cross-national and longitudinal analysis.

With <sup>+</sup>Kacperczyk, K., & Baker, W. (2010, August). American Sociological Association Annual Meeting, Atlanta, Georgia.

One for all or all for one? New directions in shared leadership research. With

<sup>+</sup>Wellman, N. DeRue, D., Ashford, S., & Nahrgang, J. (2010, August). Academy of Management Annual Meeting, Montreal, Canada.

Wisdom through emotions: Multi-cultural, multi-level analyses of how emotions can make us wiser. (Co-chair with <sup>+</sup>L. Rees). (2010, August). Academy of Management Annual Meeting, Montreal, Canada.

The influence of affective processes on collective outcomes. (Discussant). (2009, August). Academy of Management Annual Meeting, Chicago, Illinois.

Culture and creativity: How culture interacts with person or situation in affecting creativity. (2009, August). Academy of Management Annual Meeting, Chicago, Illinois.

Relational perspectives on organizational phenomena. (2009, April). Society for Industrial/Organizational Psychology (SIOP) Conference, New Orleans, Louisiana.

Diversity in action. (2008, October). Society for Experimental Social Psychology Annual Meeting, Sacramento, California.

Dual-professional identity integration and innovation. (2008, September). International Symposium for Professional Innovation Management, Singapore.

The experience, management, and implications of emotions at work: Session on emotional intelligence. (Invited speaker, sponsored by the Scientific Affairs Committee and OB Division). (2008, August). Academy of Management Annual Meeting, Anaheim, California.

Emotions and emotional intelligence in organizations. (Chair). (2007, August). Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

American professionalism. (2007, January). Society for Personality and Social Psychology Annual Meeting, Memphis, Tennessee.

Culture and the shaping of emotions. (2006, October). Society for Experimental Social Psychology Annual Meeting, Philadelphia, Pennsylvania.

Organizational artifacts: Their impact on the interaction between individuals and organizations. (2006, August). All Academy Symposium presented at the Academy of Management Annual Meeting, Atlanta, Georgia.

New horizons on international and cross-cultural research on management and organizations for the 21st century. (2005, August). All Academy Symposium presented at the Academy of Management Annual Meeting, Honolulu, Hawaii.

Culture and conflict. (Chair). (2005, August). Conflict Management Division Symposium presented at the Annual Meeting of the Academy of Management, Honolulu, Hawaii.

The effects of group schemas on organizational life. (Invited speaker). (2005, May). Symposium highlighting collaborative papers in my research lab. Association for Psychological Science Annual Meeting, Los Angeles, California.

Cultural psychological approaches to religion. (2005, May). Association for Psychological Science Annual Meeting, Los Angeles, California.

Culture, relational schemas and disadvantage in workplace situations. (2004, October). Annual Meeting of the Society for Experimental Social Psychology, Fort Worth, Texas.

Cross-cultural models applied to identity processes within organizations. (2004, August). American Psychological Association Annual Meeting, Honolulu, Hawaii.

Dilemmas of social-emotional intelligence. (Invited speaker). (2004, October). Women in Leadership Conference, University of Michigan Ross School of Business.

Psychological misunderstandings: Errors in self and social perception and their implications for social conflict. (2004, February). Society for Personality and Social Psychology Annual Meeting, Austin, Texas.

Emotion, arousal, and affect in conflict. (Chair). (2003, August). Conflict Management Division symposium presented at the Academy of Management Annual Meeting, Seattle, Washington.

Building effective networks in a pluralistic world. (Co-chair). (2002, August). All Academy Symposium presented at the Academy of Management Annual Meeting, Denver, Colorado.

New millennium, new workplace: Implications of changing workplace relationships. (2002, August). Academy of Management Annual Meeting, Seattle, Washington.

Bridging cultural styles in organizations. (Co-chair). (2002, June). International Western Academy of Management Conference, Lima, Peru.

How cultural ideologies shape cognition, emotion, and social judgments. (2001, February). (Co-chair). (2001, February). Society for Personality and Social Psychology Annual Meeting, San Antonio, Texas.

International Symposium on Multinational Business Management. (Chair). (2000, May). Nanjing, China.

### ***CONFERENCE PAPERS***

Milovac, M. & Sanchez-Burks, J. (2023). Variety is the Spice of Founding: Team Affective Diversity, Functional Diversity and Venture Funding. Academy of Management Meeting Boston.

Wellman, N., Ashford, S. J., DeRue, D. S., & Sanchez-Burks, J. (2018). How many should lead? Leadership structure schemas, formal authority, and leadership behavior. Academy of Management Meeting Chicago.

Milovac, M. & Sanchez-Burks, J. (2016). Reading Emotional Tea Leaves: How Judges' Implicit Theories about Entrepreneurs' Affect Inform their Impressions of Nascent Entrepreneurs. West Coast Research Symposium on Technology Entrepreneurship, Seattle, WA.

Cromwell, J., Jean-François, H., & Sanchez-Burks. (2016, August). Creators as Curators: Exploring the Process of Idea Curation in Teams. Academy of Management Annual Meeting, Anaheim, California.

<sup>+</sup>Milovac, M., & Sanchez-Burks, J. (2015, July). Unlike-minded entrepreneurial teams: Affective complements are perceived more favorably. Tenth Annual INGroup Conference, Pittsburgh, Pennsylvania.

Ormiston, M., Peterson, R., & Sanchez-Burks, J. (2015, July). The unintended consequences of valuing security on perceptions of relationship conflict in groups. Tenth Annual INGroup Conference, Pittsburgh, Pennsylvania.

Sanchez-Burks, J. (with Yang, Y., & Hong, Y-Y.). (2015, August). Decoding collective affect: Explaining cultural variation in emotional aperture abilities. Academy of Management Annual Meeting, Vancouver, Canada.

+Milovac, M., & Sanchez-Burks, J. (2014, August). The successful entrepreneur is not a positive one: Negative affective cues enhance evaluation. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Sanchez-Burks, J. (2015, April). The role of emotional aperture in leading strategic change. National Science Foundation (NSF) Workshop on Leading Organizational Change from a Multilevel Perspective Science, hosted by University of Maryland Robert H. Smith School of Business.

Sanchez-Burks, J., Bartel, C., +Rees, L., & Huy, Q. (2014, July). Assessing the affective composition of a group: Emotional aperture as a window onto group dynamics. 27th Annual Conference of the International Association for Conflict Management, Leiden, Netherlands.

Homan, A., Van Kleef, G., & Sanchez-Burks. (2014, July). Collective affective cues influence anticipated conflict and outcomes in diverse groups. 27th Annual Conference of the International Association for Conflict Management, Leiden, Netherlands.

+Rees, L., Sanchez-Burks, J., Bartel, C., & Huy, Q. (2013, August). An approach to assessing emotional aperture. Academy of Management Annual Meeting, Orlando, Florida.

Jehn, E., Peterson, R., & Sanchez-Burks, J. (2011, July). Seeing the world through different eyes: The effects of conflict belief asymmetry on workgroup performance. Paper presented at the International Association of Conflict Management 24th Annual Conference, Istanbul, Turkey.

Plaut, V. C., Stevens, F. G., +Buffardi, L. E., & Sanchez-Burks, J. (2011, July). Majority member perceptions and reactions to multiculturalism. Paper presented at the Annual INGroup Conference, Minneapolis, Minnesota.

Maddux, W., Huy, Q., & Sanchez-Burks, J. (2011, August). The influence of Eastern and Western societal cultures in managing strategic change. Academy of Management Annual Meeting, San Antonio, Texas.

Plaut, V. C., Stevens, F. G., +Buffardi, L. E., & Sanchez-Burks, J. (2010, August). "What about me?" Perceptions of exclusion and their role in non-minority reactions to diversity. Paper presented at the Annual Meeting of the Academy of Management, Montréal, Canada.

- <sup>+</sup>Rees, L., Sanchez-Burks, J., Lehavy, R., Rothman, N., & Bartel, C. (2010, August). Affect and wisdom in both collectives and individuals. Academy of Management Annual Meeting, Montréal, Canada.
- Sanchez-Burks, J. (2009, December). Transformational leadership and emotional aperture. Second Annual Conference on Asymmetry, Cognitions, and Emotions, London Business School, United Kingdom.
- <sup>+</sup>Rees, L., Sanchez-Burks, J., & Bartel, C. (2009, August). The emotionally wise crowd: Affective dispersion and collective wisdom. Academy of Management Annual Meeting, Chicago, Illinois.
- Sanchez-Burks, J., Huy, Q., Bartel, C., & <sup>+</sup>Rees, L. (2009, August). Emotional aperture facilitates working in and leading teams. Academy of Management Annual Meeting, Chicago, Illinois.
- Sanchez-Burks, J., & Huy, Q. (2008, December). Emotional aperture. First Annual Conference on Asymmetry, Cognition and Emotions, Leiden, Netherlands
- Waller, M. J., <sup>+</sup>Kaplan, S. A., Blount, S., Sanchez-Burks, J., & Philips, S. (2008, July). More than a feeling: Rapport and synchrony in team. Third Annual INGroup Conference, Kansas City, Missouri.
- Sanchez-Burks, J., <sup>+</sup>Cheng, C.-Y., & Lee, F. (2007, December). Individual innovation through identity integration. Harvard Business School Centennial Colloquium, Creativity, Entrepreneurship, and Organizations of the Future Conference, Cambridge, Massachusetts.
- Sanchez-Burks, J., & Huy, Q. (2007, August). Emotional aperture: The accurate recognition of collective emotions. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
- <sup>+</sup>Cheng, C.-Y., Sanchez-Burks, J., & Lee, F. (2007, August). Innovation and identity integration. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
- Sanchez-Burks, J., & Huy, Q. (2007, July). Emotional aperture: A missing dimension of emotional intelligence. International Society for Research on Emotions Meeting, Queensland, Australia.

Sanchez-Burks, J., +Neuman, E., Ybarra, O., Kopelman, S., +Goh, K., & Park, H. (2007, July). Folk wisdom about the effects of relationship conflict. International Association for Conflict Management Annual Meeting, Budapest, Hungary.

Sanchez-Burks, J. (2007, May). Beyond emotional intelligence: A framework for attending to collective emotions. RSB-INSEAD Emotions, Emotional Capabilities Conference, Fontainebleau, France.

+Cheng, C.-Y., Lee, F., & Sanchez-Burks, J. (2007, May). Team innovation through identity integration. The Johnson Graduate School of Management's Annual Research on Managing Groups and Teams Conference, Cornell University, Ithaca, New York.

Sanchez-Burks, J., & Huy, Q. (2007, March). Emotional aperture and strategic renewal. *Organization Science* Special Issue on Strategic Renewal Conference, Chicago, Illinois.

+Kacperczyk, A., & Sanchez-Burks, J. (2006, August). Energy and co-worker multiplexity: A cross-cultural study. Paper presented at the Academy of Management Annual Meeting, Atlanta, Georgia.

Sanchez-Burks, J., +Kacperczyk, A., & Baker, W. (2006, January). Cultural plexity. Paper presented at the cultural psychology pre-conference for the Annual Meeting of Personality and Social Psychology, Palm Springs, California.

Sanchez-Burks, J. (2005, August). How culture and nonconscious mirroring create disadvantage in workplace interviews. Academy of Management Annual Meeting, Honolulu, Hawaii.

Sanchez-Burks, J. (2005, April). Cultural beliefs about conflict and team performance. Paper presented at the 6th Biennial Asian Association of Social Psychology Conference, Wellington, New Zealand.

Sanchez-Burks, J. (Invited speaker). (2003, July). Surface similarities, deep variation: Cultural diversity in workways. International Interdisciplinary Colloquium on Workforce Diversity in the U.S. and in Europe, Nantes, France.

Chen, Y., Blount, S., & Sanchez-Burks, J. (2002, May). The role of status and culture in achieving within-group synchrony. Stanford Graduate School of Business Annual Research on Managing Groups and Teams Conference, Palo Alto, California.

- Sanchez-Burks, J., & Lee, F. (2001, August). Conversing across cultural ideologies: East-West communication styles in work and nonwork contexts. Academy of Management Annual Conference, Washington, D.C.
- Sanchez-Burks, J. (2000, August). Cultural schemas for relational sensitivity in the workplace: A test of Weber's theory on ascetic Protestantism. Academy of Management Annual Meeting, Toronto, Canada.
- Sanchez-Burks, J., & Nisbett, R. (1999, April). Ascetic Protestantism & *Simpatia*: A relational schema analysis of Anglo- and Mexican-American work styles. Society for Research on Child Development Symposium on Culture, Mind and Self within the U.S., Santa Fe, New Mexico.
- Sanchez-Burks, J., Nisbett, R., & Ybarra, O. (1998, August). Cultural relational styles: A source of cultural misunderstandings and conflict. Paper presented at the XIV International Congress of the International Association for Cross-Cultural Psychology, Bellingham, Washington.

## CONFERENCE ORGANIZING

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- Emotions in Organizations Conference. Co-organizer with Q. Huy and <sup>+</sup>L. Rees, June 2009. University of Michigan Ross School of Business/INSEAD, Ann Arbor, Michigan.
- Academy of Management Conflict Division Professional Development Program. Co-organizer, 2007. Philadelphia, Pennsylvania.
- INSEAD/Ross School of Business Conference on Emotion Capabilities in Organizations Conference. Co-organizer with Q. Huy, May 2007. Ann Arbor, Michigan.
- Cultural Psychology Pre-Conference. Co-organizer and Treasurer, 2006. Annual Meeting of the Society of Personality and Social Psychology, Palm Springs, California.
- CIBE Doctoral Student Conference on Cross-Cultural Organizational Behavior Research, April 2003. University of Michigan Ross School of Business, Ann Arbor, Michigan.

## **TEACHING AND ADVISING**

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### ***DISSERTATION COMMITTEES***

Yeonjin Sung (Marketing), 2024 - Defense, December 2024  
Christina Bradley (M&O), 2023 - (Proposal Defended March 2023)  
Chidimma Ozor Commer (School of Global Inclusion ad Social Development,  
University of Massachusetts), 2021- 2024  
Stephenie Chen (Social Psychology), 2017  
Matthew Karlesky (M&O), 2015  
Michael Lee (Social Psychology), 2015  
Melanie Milovac (Cambridge), 2015  
Liu Xiao-Xiao (NTU), 2015  
Zhaleh Semnami-Azad (Waterloo), 2015  
Laura Rees (M&O) Co-chair, 2014  
Jeff Bednar (M&O), 2013  
Jim Mourey (Marketing), 2013  
Michael Varnum (Social Psychology), 2011  
Sinem Atakan (Marketing), 2011  
Hyekung Park (Social Psychology), 2007  
Ning Nan (Business Information Technology), 2006  
Mathew Garber (Joint MBA & Ph.D. in Pharmacology), 2005  
ChiYing Cheng (Organizational Psychology), 2005  
Joel Rodriguez (Social Psychology), 2004  
Amy Kiefer (Social Psychology), 2005

### ***DOCTORAL IERP READER***

Christina Bradley, 2021

### ***UNDERGRADUATE HONORS SENIOR THESIS***

Karla Kane, 2017-2018

David Katz, 2017-2018

Danielle Ravich, 2007-2008

### ***NEW COURSE DESIGN AND DEVELOPMENT***

“Emotional Intelligence: Cultivating Immensely Human Interactions” MOOC offered at Michigan Online & Coursera, with Cheri Alexander. (Launched 2022, >27,000 learners as of May, 2023) <https://www.coursera.org/instructor/~93233917>

“Reigniting Employee Engagement” MOOC offered at Michigan Online & Coursera, with Cheri Alexander. (Launched May 2, 2023) <https://www.coursera.org/instructor/~93233917>

+*Impact Studio (BA670, 4.5 credits offered in the Fall and Winter semesters)*

An interdisciplinary graduate action-based learning course on how to use scholarly intellectual capital, business acumen and design thinking methodologies to address issues aligned with the United Nations Sustainable Development Goals.

### ***TEACHING CASES, NOTES, AND SIMULATIONS***

#### *Bluetown Design Thinking Simulation*

Sanchez-Burks, J. (2017) Licensed through Tech Transfer, University of Michigan

*Confronting Directly and Indirectly: Are You Attuned to Notice?* With Behfar, K., Elias, A., & Brett, J. (2014). [Case Number: OB-1055]. Charlottesville, VA: Darden Business Publishing, University of Virginia. Available at <http://store.darden.virginia.edu/confronting-directly-and-indirectly-are-you-attuned-to-notice>

*Havana Plants*. (2012). With +Rees, L., & Wang, C. [A cross-cultural negotiation exercise.]. Evanston, IL: Dispute Resolution Research Center, Kellogg School of Management, Available at <http://www.negotiationexercises.com/Details.aspx?ItemID=158>

*Teaching note for Havana Plants*. (2012). With +Rees, L., & Wang, C. Evanston, IL: Dispute Resolution Research Center, Kellogg School of Management. Available at <http://www.negotiationexercises.com/Details.aspx?ItemID=158>

*Bridging in a Globalizing World: Strategies and Tools for Developing Cultural Intelligence*. With Branch, J., & +Augustine, G. (2008, October 1). [Note: 1-428-583]. Ann Arbor, MI: William Davidson Institute. Available at <http://globalens.com/casedetail.aspx?cid=1428583>

*Acumen Fund: Talent Management at the Base of the Pyramid.* With Moses, L. (2008). [Case: 1-428-768]. Ann Arbor, MI: William Davidson Institute. Available at <http://globalens.com/casedetail.aspx?cid=1428768>

*World Economic Forum.* (with Branch, J.). (2008). [Note: 1-428-618] [Simulation]. Ann Arbor, MI: William Davidson Institute.

## **PROFESSIONAL SERVICE**

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### ***UNITED STATES NATIONAL ACADEMY OF SCIENCES***

*The Science of Intelligence Interrogation.* (2012, Fall). Invited Participant. Planning meeting sponsored by the National Research Council, Board on Behavioral, Cognitive, and Sensory Sciences, Division of Behavioral and Social Sciences and Education. Washington, D.C.

*Toward a Unified Social Framework.* (2010, August). Invited workshop participant. National Academies' National Research Council, Washington, D.C.

### ***EDITORIAL BOARDS***

Advisory Board Member, *Developing Leaders, Quarterly*. 2023-Present

Editor-in-Chief Search Committee Member, *Organization Science*, 2022

*Organization Science*, 2008–present

*Administrative Science Quarterly*, 2018-2022

*Journal of Personality and Social Psychology*, 2013–2021

### ***ASSOCIATION BOARD***

Elected Representative-at-Large for the Conflict Management Division, 2006–2008

### ***ACADEMY OF MANAGEMENT***

Managerial and Organizational Cognition Division, Panelist for “Diamonds in the Rough-Doctoral Student Development, 2021 Meeting of the Academy of Management, Virtual due to the Global Pandemic that year.

International Management Division, Junior Faculty Consortium Panelist, 2009 Meeting of the Academy of Management, Chicago, Illinois.

<sup>†</sup>Ph.D. Student Collaboration

Organizational Behavior Division, Faculty Facilitator for the New Member  
Research and Networking Forum, 2008 Meeting of the Academy of  
Management, Anaheim, California.

## REVIEWING

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### *NATIONAL SCIENCE FOUNDATION*

Grant reviewer, 2015

### *TENURE REVIEW EXTERNAL LETTER WRITER*

MIT, 2022

Vanderbilt University's Owen Graduate School of Management, 2019

### *GRANTS*

Israeli Science Foundation, 2022 (Application No., 235/22)

### *ACADEMIC JOURNALS*

*Administrative Science Quarterly; Psychological Science; Academy of  
Management Journal; Academy of Management Review; Journal of  
Experimental Social Psychology; Psychological Bulletin; Organizational  
Behavior and Human Decision Processes; Journal of Experimental Social  
Psychology*

### *ACADEMIC BOOKS*

Lawrence Erlbaum

Oxford University Press

### *CONFERENCES*

Academy of Management Annual Meetings:

Conflict Management Division

International Management Division

Organizational Behavior Division

International Association for Conflict Management Annual Meeting

INGroup Annual Meetings

## UNIVERSITY OF MICHIGAN

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### **Office of the President, University of Michigan**

**Organizational Advisor:** 2025

### **Office of the Provost, University of Michigan**

**Dean Search Advisory Committee Member:** Edward J. Frey Dean of the Stephen M. Ross School of Business, March 2015-2016

### **Office of the Vice Provost for Research (OVPR), University of Michigan**

Led a workshop for the OVPR October Retreat, 2021

Faculty Grants Reviewer, 2006

### **Office of the Vice Provost for Equity, Inclusion, University of Michigan**

**Faculty Advisory Committee Member,** Serving the Chief Diversity Officer and Vice Provost for Equity and Inclusion. 2017-2021

### **University Institutional Review Board (IRB)**

Chair *Pro Tem*, 2007–2009

Member, December 2005–July 2009

### **Vice Chancellor for Business Affairs, University of Michigan-Dearborn**

**Consultant and Speaker on Designing Organizational Change** (two engagements, 2019 and 2020).

### **Rackham Graduate School, University of Michigan**

Association for Women in Science negotiation training, March 2014

Developed and taught a university-wide graduate workshop on creativity and design thinking, December 2013

### **Alumni Development Speaker**

Paris, France, October, 2024 with Ethan Kross

Paris, France, November, 2023

Dubai, UAE, March, 2023

Hong Kong Alumni, August 2016

<sup>†</sup>Ph.D. Student Collaboration

Russian Alumni, Moscow, March 2010

Singapore, November 2010

Shanghai, December 2010

### **National Center for Institutional Diversity**

Member, Grant Proposal Review Committee, 2008, 2011

### **ROSS SCHOOL OF BUSINESS**

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**Founding Faculty Director:** The Ross MBA concentration in “Design Thinking and Innovation” for the full-time, global and online MBA, 12 credits. 2022-Present

**Member,** DEI Faculty Recruiting Committee, 2022-2023

**Founding Faculty Director:** The Ross MBA concentration in “Design Thinking and Innovation” for the full-time, global and online MBA, 12 credits. 2022-Present

**Member,** Dean’s faculty committee to support AACSB accreditation review 2023.

**Member,** Dean’s Los Angeles EMBA campus search task force, 2022-2023.

**Office of Action-Based Learning, Member of the REAL ABL Task Force** (Chaired by Gretchen M. Spreitzer), 2021-2022

**Member,** Community Values Committee, 2012–2013; 2021-2022

### ***CLINICAL FACULTY CONTRACT RENEWAL/PROMOTION SUB-COMMITTEES***

**COMMITTEE CHAIR** 2024 - Renewal: Professor John Branch

**COMMITTEE CHAIR** 2020 - Renewal and Promotion: Professor John Branch

**MEMBER** 2019 - Renewal: Professor Paula Caproni

**+Impact Studio,** Co-directed the development of the studio architectural space, graduate course and studio programming (~21 events/year, ~11 UM Schools involved), 2018-Present

**Business + Impact,** Program Director Search Committee

**Member,** Dean’s Teaching Evaluation Special Task Force 2017-2018

**Co-Chair,** Management & Organization Post-doc Recruiting Committee 2017-2018

**Chair,** Ross Speak My Value/Storytelling Task Force

**Career Panel Facilitator** (panelist from Google, Ford, Root), Design + Business Conference, February 2018

**Facilitator**, MAP Kickoff Student Panel (2018)  
**Faculty Advisor**, MBA Design + Business Club, 2012–present  
**Co-Editor**, Management & Organization Annual Newsletter (2017-2018)  
**Co-Director**, Leadership + Design Studio (in collaboration with Stamps School of Design Faculty)  
**Member**, Management & Organization Faculty Retreat Planning Committee, 2017-2018  
**Chair**, Action-Based Learning Advisory Committee, 2016-2017  
**Member**, Management & Organization Faculty Recruiting Committee, 2016–2017; N=2 hires and n=1 postdoctoral position  
**Instructor**, MO900-PhD mini-course on experimental design, 2012–present  
**Member**, MAP additional credit implementation committee, 2016.  
**Ex-Oficio**, Action-based learning enhancement committee, 2015-2016  
**Speaker**, Global MBA MAP Workshop on Design Thinking and Innovation, March 2016  
**Speaker**, Michigan Business Women Negotiation Workshop, March 2015  
**Faculty Advisor**, MBA Hispanic Business Student Association, 2015–present  
**Member**, Executive Education Advisory Committee, 2014–2015  
**Ph.D. Program Advisor**, Management & Organizations Area, 2011–2014  
**Global Initiatives Advisory Committee**, 2013–2014  
**Junior Faculty Mentor** (Leigh Tost), 2012–2014  
**Contributor**, Ross School of Business Scholarship Recognition Video for Donors  
**Instructor**, Leadership Initiative—BBA Workshop on Design Thinking, 2014, 2015  
**Speaker**, “Ross on the Road” Alumni & EMBA recruitment, Seattle, Washington, March 2014  
**Speaker**, MAP Kickoff, “Cultural Competence,” March 2014  
**Facilitator**, Leadership Initiative, MBA Crisis Challenge  
**Contributor**, Scholarship Recognition Event Video  
**Chair**, Management & Organization Faculty Recruiting Committee, 2011–2012  
**Member**, Community Values Committee, 2012–2013  
**Chair**, Ph.D. Recruitment Committee, Management & Organizations Area, 2010, 2012  
**Chair**, Visiting Faculty Recruiting Process for the Management & Organizations Area, 2011  
**Chair**, Community Values Committee, 2009–2010  
**Curator**, Faculty Hosmer Speaker Series, 2011–2014  
**Member**, Doctoral Studies Committee, 2011–2014

**Member**, Technology Advisory Committee, 2011–2012

**Member**, Scholarly Standards Committee for the Management & Organizations Area, 2011

**Moderator**, Hispanic and Latino MBA Business Student Association Conference, 2010

**Orientation Speaker**, Leadership Initiative, 2007–2009

**Committee Member**, Ph.D. Recruitment, Management & Organizations Area, 2008, 2009, 2013

**Faculty Sponsor**, Hispanic and Latino MBA Business Student Association, 2004–2009

**Faculty**, UpClose: Diversity Recruitment Program, 2007, 2011, 2012

**Speaker**, LEAD: Minority Leadership Education & Development Program in Business, 2003, 2005, 2006, 2009

**Moderator/Facilitator**, Diversity Town Hall Forum, January 2004

**Opening Keynote Speaker**, Go Blue Rendezvous (MBA Recruitment Event), 2008

**Faculty Speaker**, Go Blue Rendezvous (MBA Recruitment Event), 2007

**Planning Committee Member**, Ross School of Business Leadership Initiative, April 2006

**Speaker**, New Faculty Orientation, 2006, 2007, 2008

**Committee Member**, Business School Behavioral Lab, 2003–2007

**Committee Member**, Doctoral Student Recruitment, 2008

**Coordinator**, Departmental Speaker Series, Fall 2005–2007

**Core Course Coordinator**, Management & Organizations MBA, 2003–present

**Board Retreat Facilitator**, Detroit Renaissance Group (at the invitation of the Dean's Office), 2007

**Marshall**, Winter 2006 Commencement

**Moderator**, Dean's Office and SGA Leadership Planning Forum, April 2006

**Reviewer**, Doctoral Studies Research Award, 2005

**Reviewer**, Dean's Faculty Research Grant, 2002, 2005

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