

## CURRICULUM VITAE

### JEFFREY 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

---

**University of Michigan**  
Ann Arbor, Michigan

Associate Professor, Department of Management & Organizations,  
Stephen M. Ross School of Business, 2009–present

Faculty Director, Office of Action Based Learning, Stephen M.  
Ross School of Business, 2015–present

Director, Executive MBA Leadership Development Program,  
2013–2016

Michael R. and Mary Kay Hallman Fellow, 2012–present

Visiting Scholar, INSEAD, Fall 2010

Faculty Associate, Research Center for Group Dynamics, Institute  
for Social Research, 2002–present

Sanford Robertson Assistant Professor of Business Administration,  
Stephen M. Ross School of Business, 2003–2004

Assistant Professor, Department of Management & Organizations,  
Stephen M. Ross School of Business, 2002–2009

**University of**  
**Southern California**  
Los Angeles, California

Assistant Professor, Management and Organization, Marshall  
School of Business, 1999–2002

#### EDUCATION

---

**University of Michigan**  
Ann Arbor, Michigan

Doctor of Philosophy in Social Psychology (1999)

Graduate Certificate in Culture and Cognition (Cultural  
Anthropology and Psychology) (1999)

**California State**  
**University, Northridge**  
Los Angeles, California

Bachelor of Arts, Psychology (1994)

**JOURNAL PUBLICATIONS**

---

Elfenbein, H., Jang, D., Sharma, S. & **Sanchez-Burks, J.** (*in press*). Establishing components of Emotional Intelligence as truly objective abilities: A Stroop approach to individual differences in tuning into and out of nonverbal cues. *Emotion*. .

**Sanchez-Burks, J.**, Bartel, C., <sup>+</sup>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.

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.

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

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.

\*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.

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

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.

Plaut, V. C., <sup>+</sup>Stevens, F., <sup>+</sup>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.
- <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>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.**, 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.** (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.
- 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.

## HANDBOOK CHAPTERS

---

**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.

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., <sup>+</sup>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.

**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.

## PROCEEDINGS AND BOOK CHAPTERS

---

<sup>+</sup>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.

**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.

Ybarra, O., Kross, E., Lee, D., <sup>+</sup>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.

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

**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.

**Sanchez-Burks, J.,** & Mor Barak, M. (2016). Interpersonal relationships in a global work context. In M. Mor Barak (Ed.), *Managing Diversity in the Age of Globalization: Toward a Worldwide Inclusive Workplace\** (pp. 213–232). Thousand Oaks, CA: Sage. \*Academy of Management, George R. Terry Book Award Winner.

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., **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.

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

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.

## POPULAR PRESS PUBLICATIONS

---

**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 <sup>+</sup>Kim, S. & Polman, E.). When truisms are true. (2012, February 25, p. SR12). *The New York Times*.

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

**PROFESSIONAL AFFILIATIONS** \_\_\_\_\_

Association for of Psychological Science (**Elected Fellow**)  
 Society of Experimental Social Psychology (**Elected Fellow**)  
 Academy of Management  
 International Society for Research on Emotion (**Elected Member**)  
 International Association for Conflict Management  
 Association for Psychological Science

**AWARDS, HONORS, AND GRANTS** \_\_\_\_\_

- 2016      **Ewing Marion Kauffman Foundation Grant (\$63,810)** (Co-PI with D. Brophy) to study factors that shape the evaluation and mentorship of entrepreneurs.
- 2014      **Best Paper Proceedings** (with M. Milovac).  
 For “Positivity makes for poor pitches: Entrepreneurs’ affect shapes investors’ evaluation and support for creative ideas” Academy of Management, Organizational Behavior Division
- 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** (with Maddux, W., & Huy, Q.) 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

## **PRESENTATIONS**

---

### ***KEYNOTE ADDRESSES***

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

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

International Association of Cross-Cultural Psychology Annual Meeting, Istanbul, 2011  
Michigan Diversity Council, Ann Arbor, April 2011

***INVITED TALKS***

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,  
November 2010  
The School of Business at The University of Western Australia,  
Australia, November 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., August  
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,  
February 2000  
Harvard Business School, March 1999  
Stanford University, Department of Psychology/Business School, August 1998

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

Society for the Psychological Study of Social Issues Conference, Ann Arbor,  
June 1998

University of Michigan, Department of Psychology, October 1997

### ***CONFERENCE SYMPOSIA***

Recombination in teams. With <sup>+</sup> 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 <sup>+</sup> 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 (<sup>+</sup>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.

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

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 <sup>+</sup>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 <sup>+</sup>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. (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, September 13-14, 2016, 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.

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

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.

<sup>+</sup>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., <sup>+</sup>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.

<sup>+</sup>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., <sup>+</sup>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., <sup>+</sup>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., <sup>+</sup>Neuman, E., Ybarra, O., Kopelman, S., <sup>+</sup>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.

<sup>+</sup>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.

<sup>+</sup>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., <sup>+</sup>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

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



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 \_\_\_\_\_

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 \_\_\_\_\_

### ***DISSERTATION COMMITTEES***

Matthew Karlesky (M&O), 2015

Michael Lee (Social Psychology), 2015

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

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

***UNDERGRADUATE HONORS SENIOR THESIS***

Danielle Ravich, 2008

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

*Confronting Directly and Indirectly: Are You Attuned to Notice?* With Behfar, K. J., 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 <sup>+</sup>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 <sup>+</sup>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., & <sup>+</sup>Augustine, G. (2008, October 1). [Note:

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

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**

---

### ***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***

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

*Organization Science*, 2008–present

### ***ASSOCIATION BOARD***

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

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

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

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

## **REVIEWING**

---

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

***NATIONAL SCIENCE FOUNDATION***

Grant reviewer, 2015

***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** \_\_\_\_\_

**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

**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

**Development Speaker**

Russian Alumni, Moscow, March 2010  
Singapore, November 2010  
Shanghai, December 2010

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

**University Institutional Review Board (IRB)**

Chair *Pro Tem*, 2007–2009

Member, December 2005–July 2009

**National Center for Institutional Diversity**

Member, Grant Proposal Review Committee, 2008, 2011

**Office of the Vice President for Research (OVPR)**

Faculty Grants Reviewer, 2006

**ROSS SCHOOL OF BUSINESS**

---

**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

**Faculty Advisor**, MBA Design + Business Club, 2012–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

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

**Chair**, Visiting Faculty Recruiting Process for the Management & Organizations Area, 2011

**Chair**, Community Values Committee, 2009–2010

**Curator**, Faculty Hosmer Speaker Series, 2011–2014

**Instructor**, MO900-Experimental Design (co-taught with Leigh Tost), 2012–present

**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

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