

HAYLEY BLUNDEN

313 516-9104
HBlunden@American.edu

ACADEMIC POSITIONS

Kogod School of Business, American University
Assistant Professor of Management

September 2022 – Present

EDUCATION

Harvard Business School May 2022
Ph.D., Organizational Behavior

Columbia Business School May 2013
M.B.A. with Dean's Honors and Distinction, Class Rank: 1/752

The University of Virginia May 2008
B.A.. Economics and Media Studies with Distinction

RESEARCH INTERESTS

Challenging workplace interactions (e.g. feedback, advice, voice, global virtual work)
Employee development and information transfer
Future of work

RESEARCH

Publications

Blunden, H.* & Brodsky, A.* (2020). "Beyond the emoticon: Are there unintentional cues of emotion in email?" *Personality and Social Psychology Bulletin*. <https://doi.org/10.1177/0146167220936054>

*Both authors contributed equally to this manuscript.

Blunden, H., Logg, J. M., Brooks, A. W., John, L. K., & Gino, F. (2019). "Seeker beware: The interpersonal costs of ignoring advice." *Organizational Behavior and Human Decision Processes*, 150, 83-100.
<https://doi.org/10.1016/j.obhdp.2018.12.002>

John, L. K., **Blunden, H.**, & Liu, H. (2019). "Shooting the messenger." *Journal of Experimental Psychology: General*, 148(4), 644. <https://doi.org/10.1037/xge0000586>

Blunden, H. & Gino, F. (2018). "How the other half thinks: The psychology of advising." In *The Oxford Handbook of Advice*, edited by E.L. MacGeorge and L.M. Van Swol. New York: Oxford University Press.
<https://doi.org/10.1093/oxfordhb/9780190630188.013.3>

Manuscripts Invited for Revision

John, L. K., **Blunden, H.**, & Milkman, K. "The limits of inconspicuous incentives." *Conditionally Accepted at Organizational Behavior and Human Decision Processes*.

Abel J., Vani, P., Abi-Esber, N, **Blunden, H.**, & Schroeder, J. "Kindness in short supply: Evidence for inadequate prosocial input." *Conditionally Accepted at Current Opinion in Psychology*.

Blunden, H., Green, P., & Gino, F. "Distance and detail: Psychological distance promotes specific feedback delivery." *Invited second round revision at Academy of Management Journal*.

Blunden, H. & Steffel, M. "The downside of delegation: Interpersonal consequences of decision support requests." *Invited second round revision at Organizational Behavior and Human Decision Processes*.

Guenoun, B., **Blunden, H.**, Zhang, T., & Gino, F. "When curiosity is generosity: Social curiosity increases advice quality." *Reject and resubmit at Organizational Behavior and Human Decision Processes*.

Cho, J., Morris, M.W., & **Blunden, H.** "Thinking like a chameleon: How diversity ideology shapes cultural adaptation." *Invited for Revision at Journal of Applied Psychology*.

Manuscripts Under Review

Blunden, H. & Brodsky, A. "From Timing to Typos: A Review of Virtual Impression Management Strategies and Pitfalls." *Proposal Under Review at Journal of Management*.

Working Papers

Blunden, H. & Brodsky, A. "When time is on your side: The influence of virtual communication on conflict escalation and de-escalation." Target: *Academy of Management Annals*.

- Brodsky, A., **Blunden, H.**, & Burriss, E. "The role of interaction frequency, mode, and target in predicting employee challenging voice." Target: *Administrative Science Quarterly*.
- Blunden, H.***, Sohn, W.*, Brodsky, A., & Bernstein, E. "Time pressure and transitions in a new age of virtual work." *Both authors contributed equally to this manuscript. Target: *Organization Science*.
- Blunden, H.***, Yoon, J.*, Kristal, A., & Whillans, A. "Feedback seeker's folly: Requesting advice rather than feedback yields more developmental input." *Both authors contributed equally to this manuscript. Target: *Journal of Applied Psychology*.
- Blunden, H.**, Kirgios, E., Rai, A., Chang, E., & Milkman, K. "When flattery fails: Flattery backfires for those perceived as inauthentic." Target: *Academy of Management Journal*.
- Green, P., **Blunden, H.**, & Gino, F. "The social facilitation of effective feedback: Feedback giver mindset and the developmental nature of feedback messages." Target: *Academy of Management Journal*.

Selected Work in Progress

- Blunden, H.**, Abi-Esber, N., & Guenoun, B. "How racial and gender diversity affect the developmental information delivered to entrepreneurial startup teams." Data collection.
- Blunden, H.**, Zhang, T., & Huang, L. "When advice conflicts: How entrepreneurs manage competing suggestions." Data collection.
- Blunden, H.** & Logg, J. M. "Leading the witness: Interpersonal benefits for anchoring in advice interactions." Data collection.
- Blunden, H.** "Interpersonal consequences of emotion expression in seeking advice." Data collection.
- Kristal, A., **Blunden, H.**, Yoon, J., & Whillans, A. "Closing the feedback gender gap by changing the meaning of feedback." Data collection.
- Longmire, N., **Blunden, H.** & Sherf, E. "Explaining closeness and critical feedback delivery." Data collection.
- Minson, J., Collins, H., Dorison, C., Moore, M., Lu, K., & **Blunden, H.** "Strengthening Democracy Challenge." Data collection. One of 25 interventions selected from over 250 submissions for an RCT to reduce partisan animosity.

Practitioner Articles

- Bernstein, E., **Blunden, H.**, Brodsky, A., Sohn, W., & Waber, B. (2020, July 15) "The Implications of Working Without an Office." *Harvard Business Review* Big Idea. <https://hbr.org/2020/07/the-implications-of-working-without-an-office>
*Most read article of the *Harvard Business Review* Big Idea Series.
- Yoon, J., **Blunden, H.**, Kristal, A., & Whillans, A.V. (2019, September 20) "Why Asking for Advice Is More Effective Than Asking for Feedback." *Harvard Business Review* Digital Article. <https://hbr.org/2019/09/why-asking-for-advice-is-more-effective-than-asking-for-feedback>
- Blunden, H.**, Logg, J. M., Brooks, A. W., John, L. K., & Gino, F. (2019, May 10) "How Asking Multiple People for Advice Can Backfire." *Harvard Business Review* Digital Article. <https://hbr.org/2019/05/how-asking-multiple-people-for-advice-can-backfire>
- John, L. K., **Blunden, H.**, & Liu, H. (2019, April 17) "Research Confirms: When Receiving Bad News, We Shoot the Messenger." *Harvard Business Review* Digital Article. <https://hbr.org/2019/04/research-confirms-when-receiving-bad-news-we-shoot-the-messenger>
- Bernstein, E. & **Blunden, H.** (2015, March 27) "The Sales Director Who Turned Work into a Fantasy Sports Competition." *Harvard Business Review* Digital Article. <https://hbr.org/2015/03/the-sales-director-who-turned-work-into-a-fantasy-sports-competition>

HONORS AND AWARDS

Student Poster Award Finalist	2020
Awarded at the Society for Personality and Social Psychology Annual Convention for: "The impersonal touch: Improving feedback giving with interpersonal distance"	
Student Poster Award Runner Up	2018
Awarded at the Annual Meeting of the Society for Judgment and Decision Making for: "The impersonal touch: Improving feedback giving with interpersonal distance"	
Raiffa Doctoral Student Paper Award	2017
Awarded to a doctoral student author of the best research paper on a topic relating to negotiation, competitive decision making, dispute resolution, or mediation for: "Seeker beware: The relational costs of ignoring advice"	
Google PiLab (People Analytics People and Innovation Lab) gDNA Scholar	2016
One of four doctoral students selected in competitive application process to collaborate with Google PiLab	
Outstanding Reviewer, Academy of Management Organizational Behavior Division	2016

Awarded to selected volunteer reviewers of conference submissions	
Wyss Fellowship	2014-2020
Fellowship to support graduate student research	
Beta Gamma Sigma Alumni Award	2013
Awarded to one of 752 Columbia Business School graduates on the basis of outstanding character, scholastic achievement, participation in School affairs and potential for civic, business and professional leadership	
Benjamin Michaelson Prize	2012
Top honor awarded to one of 752 second year Columbia Business School students for strong academic achievement and leadership in student activities	
H.R. Young Graduate Scholarship	2012
One of five graduate student recipients selected on the basis of academic and professional potential	
Raven Society	2008
One of twenty students selected each semester from The University of Virginia's School of Arts & Sciences to honor scholastic and extracurricular achievement	
Phi Beta Kappa	2008
Selective honor society to recognize academic rigor and depth	
Golden Key International Honour Society	2007
Selective honor society to recognize strong academics, leadership and service	
Marshall Jevons Economics Grant	2006
Competitive grant to fund student research	

ORGANIZED SYMPOSIA

- Blunden, H. (2022, August). *How Contextual Cues Shape Employee Voice*. Symposium presented at the Academy of Management Conference, Seattle, WA.
- Blunden, H. (2021, August). *Navigating Interpersonal Workplace Communication Challenges: An Interaction-Focused Perspective*. Symposium presented at the Academy of Management Conference, Virtual.
- Blunden, H. (2020, August). *It's Personal: Advancing Advice Research with an Interpersonal Lens*. Symposium presented at the Academy of Management Conference, Virtual.
<https://doi.org/10.5465/AMBPP.2020.13670symposium>
- Blunden, H. (2019, August). *Beyond Taking and Accuracy: Advancing Advice Research with New Perspectives*. Symposium presented at the Academy of Management Conference, Boston, MA.
<https://doi.org/10.5465/AMBPP.2019.11619symposium>
- Blunden, H. & Yoon, J. (2019, August). *The Giver's Perspective: Advancing Feedback Research with a New Focus*. Symposium presented at the Academy of Management Conference, Boston, MA.
<https://doi.org/10.5465/AMBPP.2019.10175symposium>
- Blunden, H. (2018, August). *You Need to Hear This: Improving the Exchange of Unwelcome (But Important) Information*. Symposium presented at the Academy of Management Conference, Chicago, IL.
<https://doi.org/10.5465/AMBPP.2018.11946symposium>
- *Selected as Showcase Symposium**
- Blunden, H. (2016, August). *Advancing Research on Distributed Virtual Work: New Discoveries and Theoretical Developments*. Symposium presented at the Academy of Management Conference, Anaheim, CA.
<https://doi.org/10.5465/ambpp.2016.16416symposium>

CONFERENCE PRESENTATIONS

- Blunden, H., Green Jr., P., & Gino, F. (2022, July). *Distance and Detail: Psychological Distance Enhances the Specificity of Feedback*. Talk given at the International Association for Conflict Management Conference, Ottawa, CA.
- Blunden, H., Sohn, W., Brodsky, A., & Bernstein, E. (2021, August). *Time Pressure and Transitions in a New Age of Virtual Work*. Talk given at the Academy of Management Conference, Virtual.
- Blunden, H., Yoon, J., Kristal, A., & Whillans, A. (2021, July). *Feedback Seekers' Folly: Requesting Advice (vs. Feedback) Yields Input that is More Developmental*. Talk given at the International Association for Conflict Management Conference, Virtual.
- Blunden, H., Yoon, J., Kristal, A., & Whillans, A. (2020, December). *Feedback Seekers' Folly: Requesting Advice (vs. Feedback) Yields Input that is More Developmental*. Talk given at the Annual Meeting of the Society for Judgment and Decision Making, Virtual.
- Blunden, H., Green Jr., P., & Gino, F. (2020, December). *Distance and Detail: Psychological Distance Increases Specific Feedback Delivery*. Talk given at the Program on Negotiations Meeting, Virtual.

- Blunden, H., Logg, J. M., & Gino, F. (2020, August). *Wise Crowd Disavowed: The Ironic Competence Penalty of Leveraging the Wisdom of Crowds*. Talk given at the Academy of Management Conference, Virtual.
- Blunden, H. & Steffel, M. (2020, July). *The Downside of Delegation: The Interpersonal Consequences of Decision Support Choices*. Talk given at the International Association for Conflict Management Conference, Virtual.
- Blunden, H., Green, P., & Gino, F. (2020, February). *The Impersonal Touch: Improving Feedback-Giving with Interpersonal Distance*. Poster presented at the Society for Personality and Social Psychology Annual Convention, New Orleans, LA. ***Student Poster Award Finalist**
- Blunden, H. & Steffel, M. (2019, November). *The Downside of Delegation: The Interpersonal Consequences of Decision Support Choices*. Poster presented at the Annual Meeting of the Society for Judgment and Decision Making, Montreal, Canada.
- Blunden, H. & Steffel, M. (2019, August). *The Downside of Delegation: The Interpersonal Consequences of Decision Support Choices*. Talk given at the Academy of Management Annual Meeting, Boston, MA.
- Blunden, H., Logg, J. M., Brooks, A. W., John, L. K., & Gino, F. (2019, May). *Seeker Beware: Examining Advice-Seeking Decisions with an Interpersonal Perspective*. Talk given at the Judgment in Managerial Decision Making Research Workshop, Hanover, NH.
- Blunden, H., Green, P., & Gino, F. (2019, May). *The Impersonal Touch: Promoting Feedback-Giving with Interpersonal Distance*. Talk given at the Distance in Organizations Workshop, New York, NY.
- Blunden, H., Green, P., & Gino, F. (2019, April). *The Impersonal Touch: Promoting Feedback-Giving with Interpersonal Distance*. Talk given at the East Coast Doctoral Conference, New York, NY.
- Blunden, H., Green, P., & Gino, F. (2018, November). *The Impersonal Touch: Improving Feedback-Giving with Interpersonal Distance*. Poster presented at the Annual Meeting of the Society for Judgment and Decision Making, New Orleans, LA. ***Student Poster Award Runner Up**
- Blunden, H., Green, P., & Gino, F. (2018, August). *The Impersonal Touch: Improving Feedback-Giving with Interpersonal Distance*. Talk given at the Academy of Management Annual Meeting, Chicago, IL.
- Blunden, H., Logg, J. M., & Brooks, A. W. (2017, November). *Wise Crowd Disavowed: The Ironic Competence Penalty of Leveraging the Wisdom of Crowds*. Poster presented at the Annual Meeting of the Society for Judgment and Decision Making, Vancouver, Canada.
- Blunden, H., Brodsky, A., & Burris, E. (2017, November). *Speaking Up or Writing Down?: Employee Voice in the Technology-Enabled Workplace*. Talk given at the Psychology of Technology Conference, Berkeley, CA.
- Blunden, H., Logg, J. M., Brooks, A. W., John, L. K., & Gino, F. (2017, September). *The Interpersonal Consequences of Advice-Seeking Strategies*. Talk given at the Program on Negotiations Meeting, Boston, MA.
- Blunden, H., Brooks, A. W., John, L. K., & Gino, F. (2017, August). *Seeker Beware: Follow My Advice or Pay the Price*. Talk given at the Academy of Management Annual Meeting, Atlanta, GA.
- Blunden, H. & Brodsky, A. (2017, May). *Speaking Up or Writing Down?: Employee Voice in the Technology-Enabled Workplace*. Talk given at the East Coast Doctoral Conference, New York, NY.
- Blunden, H., Brooks, A. W., John, L. K., & Gino, F. (2017, April). *Seeker Beware: Follow My Advice or Pay the Price*. Talk given at Boston Judgment and Decision Making Day, Boston, MA.
- Blunden, H., John, L. K., Gino, F., & Brooks, A. W. (2017, January). *Seeker Beware: Follow My Advice or Pay the Price*. Talk given at the Society for Personality and Social Psychology Annual Convention, San Antonio, TX.
- Blunden, H., Gino, F., John, L. K., & Brooks, A. W. (2016, November). *Seeker Beware: Follow My Advice or Pay the Price*. Poster presented at the Annual Meeting of the Society for Judgment and Decision Making, Boston, MA.
- Blunden, H. & Brodsky, A. (2016, August). *In Between the Mind and Screen: Perception and Virtual Communication*. Talk given at the Academy of Management Annual Meeting, Anaheim, CA.
- Blunden, H., Gino, F., John, L. K., & Brooks, A. W. (2016, June). *Seeker Beware: Follow My Advice or Pay the Price*. Talk given at the International Association for Conflict Management Conference, New York, NY.
- Blunden, H., Gino, F., John, L. K., & Brooks, A. W. (2016, May). *Seeker Beware: Follow My Advice or Pay the Price*. Talk given at the Harvard Business School Doctoral Research Symposium, Boston, MA.
- Blunden, H., Gino, F., John, L. K., & Brooks, A. W. (2016, April). *Seeker Beware: Follow My Advice or Pay the Price*. Talk given at the NYU/Columbia Doctoral Conference, New York, NY.

TEACHING EXPERIENCE

Harvard Business School, Research University, Boston, MA

2021

Instructor, Program for Research in Markets & Organizations (PRIMO) Case Program
Evaluation Rating 4.98/5 [59% student response rate]

- Independently prepared and taught a Harvard Business School case to a cohort of undergraduate research assistants from 15 universities
- Designed and managed interactive participation in a hybrid (virtual and in-person) learning environment

- Harvard Extension School, School of Continuing Education, Boston, MA** 2016
Instructor, The Art of Communication
Evaluation Rating 4.83/5 [78% student response rate]
- Independently designed, sourced reading materials for, and taught semester-long course on business communication
 - Piloted doctoral student instructor advising relationship with Harvard Business School Christensen Center for Teaching and Learning
- Harvard Business School, Research University, Boston, MA** 2015-2016
Participant, Business Education for Teachers and Scholars Program
- Harvard Business School Professor-led program focused on developing teaching skills for business academia
- Columbia Business School, Research University, New York, NY** 2014
Teaching Assistant, Entrepreneurship in Large Enterprises
- Facilitated small group discussion and coordinated with instructor to deliver M.B.A. elective course
- Columbia Business School, Research University, New York, NY** 2014
Peer Advisor, MBA Program
- Advised incoming MBA students on norms and expectations, including development and delivery of modules on recruiting and career expectations
- TheLadders, Mid-sized Human Capital Technology Company, New York, NY** 2010-2012
Instructor, Finance & Strategy Team
- Developed and taught ‘Excel Tips’ and ‘Revenue and Expense Recognition’ trainings to Finance and Accounting Teams
 - Developed curriculum and organized quarterly job search preparation events for adult students at Per Scholas, an IT workforce development program for underserved communities
- Madison House, Volunteer Organization, Charlottesville, VA** 2006-2008
English as a Second Language Teacher
- Taught weekly ESL classes to Spanish-speaking migrant workers and their families
- University of Virginia Department of Economics, Research University, Charlottesville, VA** 2006
Economics Club Tutor
- Tutored students in Microeconomics and Macroeconomics coursework

SERVICE

Reviewer

Organizational Behavior and Human Decision Processes
 Journal of Experimental Social Psychology
 Personality and Social Psychology Bulletin
 Work, Aging and Retirement
 Academy of Management Conference
 Society of Judgment and Decision Making Conference

Organizer

Advice & Wisdom of Crowds Social Roundtable, Society for Judgment and Decision Making Conference
 Advice Networking Lunch, Society for Judgment and Decision Making Conference

Advising and Mentoring

Senior Graduate Student Mentor for Micro-Organizational Behavior PhD 2023 Cohort
 Mentor for Harvard Business School Research Associates
 Research Sponsor for Harvard Business School Undergraduate PRIMO Summer Research Program
 Mentor for Undergraduate Research Assistants

Outreach

Keynote Speaker, New York Practitioner Alumni Event, Harvard Alumni Association
 Speaker, HBS Club of Japan Alumni Event, Harvard Business School Alumni Association

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
 International Association for Conflict Management (IACM)
 Society of Judgment and Decision Making (SJDJ)
 Society for Personality and Social Psychology (SPSP)
 Psychology of Technology Institute

PROFESSIONAL EXPERIENCE

Columbia Business School, Research university, New York, NY, *Research Assistant* 2013-2014

TheLadders , <i>Startup subscription-only career e-business</i> , New York, NY, Senior Analyst	2010-2012
Cornerstone Research , <i>Economic and financial consulting firm</i> , Washington, DC, Analyst	2009-2010
Hitachi Consulting , <i>Midsized management and IT consulting firm</i> , Washington, DC, Analyst	2008-2009
Barclays Capital , <i>Investment Bank</i> , New York, NY, Leveraged Finance Summer Analyst	2008
Development Alternatives Inc. , <i>International development consulting firm</i> , Bethesda, MD, Summer Intern	2007
University of Virginia Department of Economics , <i>Research university</i> , Charlottesville, VA, Research Assistant	2006

ADDITIONAL QUALIFICATIONS & VOLUNTEER EXPERIENCE

85 Broads, Alumna of application-only global women's network

Lead, Engage, Act, Develop, Alumna of Columbia Business School leadership and human capital management association

Peer Advisor Cluster Leader, Led team of nine others to onboard and mentor incoming Columbia M.B.A. students

Cluster Career Representative, Elected to serve as Columbia Business School career center liaison for cluster of 66 students

Columbia Business School Interviewer, Conducted admissions interviews for M.B.A. applicants

Hermes Society Member, Led informational discussions for potential M.B.A. applicants

Organization & Human Development Consulting Club, Alumna of Teacher's College organizational psychology society

Coordinator of Events, Cornerstone Research, Organized several charity events for outreach program

International Teaching Assistant Cultural Adjustment Volunteer, Counseled UVA TAs on U.S. classroom norms

Passed Level I of the Chartered Financial Analyst Program, Achieved in highest reported bracket in all sections