

Jennifer E. Dannals
Curriculum vitae

Yale School of Management
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ACADEMIC POSITIONS

2022-present **Yale School of Management**
Assistant Professor of Organizational Behavior

2018-2022 **Tuck School of Business at Dartmouth College**
Assistant Professor of Business Administration
Daniel R. Revers T'89 Faculty Fellow, 2021-2022

EDUCATION

Ph.D. 2018 **Stanford University, Graduate School of Business**
Organizational Behavior (Micro)
Dissertation Advisor: Dale T. Miller
Dissertation: *Essays on Social Norm Perception*

A.B. 2012 **Princeton University**
Psychology, *magna cum laude*
Thesis Advisor: Deborah A. Prentice

HONORS, AWARDS & GRANTS

2021 **Teaching Excellence Award for a Core Class**, Class of 2021, Tuck School of Business

2020 **Top 40 Business School Professors Under 40**, Poets & Quants

2019 **Richard Moreland Dissertation of the Year Award**, Division 49, American Psychological Association

2019 **J. Richard Hackman Award for the Dissertation that Most Significantly Advances the Study of Groups**, Interdisciplinary Network for Groups Research

2017 **Outstanding Research Award**, Society for Personality and Social Psychology

2017 **Enhancing Diversity in Graduate Education Research Grant**, Stanford University

2016 **Gerald J. Lieberman Fellowship for Research and Service**, Stanford University

2016 **Graduate Voice and Influence Program**, Stanford University

2015 **Student Executive Board Member**, Society for Judgment and Decision Making

2015 **Best Student Paper Award**, Interdisciplinary Network for Groups Research

2015 **Student Paper Award**, JDM Preconference, Society for Personality and Social Psychology

PUBLICATIONS

*denotes shared authorship

Srinivasan, P., Alzahawi, S., Dannals, J. E., & Halevy, N. (2022). The strategy of social change: Support for black lives matter as advocacy, solidarity, and allyship. *Personality and Social Psychology Bulletin*.

Dannals, J. E., Halali, E., Kopelman, S., & Halevy, N. (2022). Power, constraint, and cooperation in groups: The role of communication. *Journal of Experimental Social Psychology*, 100.

K. L. Milkman, Gandhi, L., Patel, M.S. ... Dannals, J.E. ... Duckworth, A.L. (2022). A 680,000-person megastudy of nudges to encourage vaccination in pharmacies. *Proceedings of the National Academy of Sciences*, 119(6).

Awtry, E.*, Thornley, N.*, Dannals, J. E., Barnes, C. M., & Uhlmann, E. L. (2021). Distribution neglect in performance evaluations. *Organizational Behavior and Human Decision Processes*, 165, 213-227.

Dannals, J. E., Zlatev, J. J., Halevy, N., & Neale, M. A. (2021). The dynamics of gender and alternatives in negotiation. *Journal of Applied Psychology*, 106(11), 1655-1672.

Dannals, J. E., Reit, E. S., & Miller, D. T. (2020). From whom do we learn the norm? The role of hierarchical rank in social norm perception. *Organizational Behavior and Human Decision Processes*, 161, 213-227.

Greer, L. L., de Jong, B., Schouten, M. E., & Dannals, J.E. (2018). Why and when hierarchy impacts team effectiveness: A meta-analytic integration. *Journal of Applied Psychology*, 103(6), 591-613.

Dannals, J. E., & Miller, D. T. (2017). Social norm perception in groups with outliers. *Journal of Experimental Psychology: General*, 146(9), 1342-1359.

*Awarded SPSP GSC Outstanding Research Award, 2017

*Awarded Best Student Paper at Interdisciplinary Network for Group Research, 2015

Dannals, J. E. & Miller, D. T. (2017). Social norms in organizations. In R. J. Aldag, *Oxford Research Encyclopedia of Business and Management*.

Miller, D.T., Dannals, J. E., & Zlatev, J.J. (2017). Behavioral processes in long-lag interventions: Peering into the white box. *Perspectives on Psychological Science*, 12(3), 454-467.

Greer, L. L., & Dannals, J. E. (2017). Conflict in teams. In R. Rico, E. Salas, & N. Ashkanasy, *The Wiley Blackwell Handbook of Team Dynamics, Teamwork, and Collaborative Working*. Somerset, NY: Wiley Blackwell.

Under Review, Revision or in Prep

Dannals, J. E., & Oppenheimer, D. M. (2nd Round Revise and Resubmit). Lay understanding of outliers. At *Journal of Behavioral Decision Making*.

Daniels, D. P., Dannals, J. E., Lys, T. Z., & Neale, M. A. (Reject and Resubmit). Do investors value gender diversity? At *Organization Science*.

Dannals, J. E.,* Feiler, D. C.,* & Kleinbaum A. M. (In Prep). The role of centrality in perception of descriptive social norms.

Reit, E. S.*, Dannals, J. E.*, & Gruenfeld, D. H. (In Prep). Why dominance incites deference: A social norms account.

*Awarded Best Student Paper at Interdisciplinary Network for Group Research, 2020

Selected Work in Progress

Gerrymandering of attributes. With D. C. Feiler.

Using dynamic norms to increase vaccination. With E. H. Chang & J. J. Zlatev.

The relationship between hierarchical rank and accuracy in norm perception. With E. S. Reit.

The role of others' attention in learning organizational culture. With A. M. Bhatt.

Tokens in social norm perception. With J. A. Chatman, D. Brown, & H. Harrington.

ACADEMIC PRESENTATIONS

Invited Presentations

University of Illinois at Urbana-Champaign, Gies College of Business, Department of Business Administration, March 2022

Rice University, Jones Graduate School of Business, Organizational Behavior Seminar, January 2022

University of Virginia, Darden School of Business, Leadership and Organizational Behavior, December 2021

Harvard University, Harvard Kennedy School, November 2021

University of California, Berkeley, Haas School of Business, Management of Organizations Group, November 2021

Monash University, Department of Management, November 2021

Yale University, School of Management, Organizational Behavior Seminar, October 2021

[The Data Colada Virtual Seminar Series](#), November 2020 (rescheduled to January 2021)

Bringing Intragroup Processes Back to Social Psychology, SPSP Preconference Invited Speaker, February 2020

University of Pennsylvania, The Wharton School, Decision Processes Colloquia, November 2019

Bridging Research on Group Processes and Intergroup Relations Conference, Stanford Graduate School of Business, April 2018

University of California, San Diego, Rady School of Management, Economics and Strategic Management Department, January 2018

University of Utah, Eccles School of Business, Management Department, January 2018

University of Chicago, Booth School of Business, Behavioral Science Workshop, January 2018

University of Michigan, Departments of Psychology and Organizational Studies, December 2017

Dartmouth College, Tuck School of Business, Strategy and Management Research Group, December 2017

Chaired or Organized Symposia or Preconferences

Bringing Intragroup Processes Back to Social Psychology Preconference

Co-organized with S. Yu, J. Cao & A. Homan for SPSP in San Francisco CA, 2022.

Speakers include L. Weingart, T. Casciaro, I. Hoever, D. Carton, J. Becker, P. Belmi, J. Atwell, B. Lucas, & A. Mayo

New England Managerial Decision-Making Symposium

Co-organized with J. Minson and D. Feiler in Boston, MA, 2021.

Speakers included D. Hagman, E. Chang, J. Logg, C. Dorison, S. Davidai, N. Kteily, & B. Lucas

Unexpected Pathways to Influence: New Research in Social Hierarchies

Co-organized with E. Reit for the Academy of Management in Chicago, IL, 2018.

Speakers included P. Belmi, A. Younge., M. Schaerer, & J. Magee.

Social Norms: New Perspectives on How We Perceive Them and Their Consequences

For the Academy of Management in Atlanta, GA, 2017.

Speakers included E. Krupka, D. Tannenbaum, Y. Mu, & M. Morris.

Anchoring Precision or Precision in Anchoring? Exploring Precision in Negotiations

Co-organized with A. Freund for the Academy of Management in Atlanta, GA, 2017.

Speakers included D. Lorschelder, D. Daniels, A. Lee & S. Wiltermuth.

Strategy, Contextualized: When, Why and How We Strategize.

Co-organized with N. Nakashima for the Academy of Management in Anaheim, CA, 2016.

Speakers included K. Huang, M. Schaerer, L. Kray, & M. Schweitzer.

Lighting the Way or Standing in the Shadows? Disclosure and Diversity in the Era of Google.

Co-organized with D. Daniels for the Academy of Management in Vancouver, Canada, 2015.

Speakers included S. Sah, C. Bauman, & M. Kosinski.

Recent Conference Oral Presentations

***denotes presenter**

Bhatt, A. M. & Dannals, J. E. (August, 2022). The Role Of Others' Attention In Learning Organizational Culture. Academy of Management. Seattle, WA.

Reit, E. S., Dannals, J. E. *, & Gruenfeld, D. H. (August, 2022). Why dominance incites deference: A social norms account. Academy of Management. Seattle, WA.

Dannals, J. E. *, Feiler, D. C., & Kleinbaum A. M. (May, 2022). The role of centrality in perception of descriptive social norms. Association for Psychological Science. Chicago, IL.

Dannals, J. E. *, Feiler, D. C., & Kleinbaum A. M. (October, 2021). The role of centrality in perception of descriptive social norms. Society for Experimental Social Psychology. Santa Barbara, CA.

Dannals, J. E. *, Feiler, D. C., & Kleinbaum A. M. (August, 2021). The role of centrality in perception of descriptive social norms. Academy of Management. Virtual Conference due to COVID-19.

Srinivasan, P. *, Alzahawi, S., Dannals, J. E., & Halevy, N. (July, 2021). The strategy of social change: Support for black lives matter as advocacy, solidarity, and allyship. International Association for Conflict Management. Virtual Conference due to COVID-19.

Reit, E. S. *, Dannals, J. E., & Gruenfeld, D. H. (July, 2021). Why dominance incites deference: A social norms account. International Association for Conflict Management. Virtual Conference due to COVID-19.

Daniels, D. P. *, Dannals, J. E., Lys, T. Z., & Neale, M. A. (July, 2021). Do investors value gender diversity? International Association for Conflict Management. Virtual Conference due to COVID-19.

Daniels, D. P. *, Dannals, J. E., Lys, T. Z., & Neale, M. A. (February, 2021). Do investors value gender diversity? Society for Personality and Social Psychology. Virtual Conference due to COVID-19.

Dannals, J. E. *, Reit, E. S., & Miller, D. T. (January, 2021). The role of hierarchical rank in social norm perception. Berkeley Haas Culture Conference. Virtual Conference due to COVID-19.

Daniels, D. P. *, Dannals, J. E., Lys, T. Z., & Neale, M. A. (December, 2020). Do investors value gender diversity? Society for Judgment and Decision Making. Virtual Conference due to COVID-19.

Daniels, D. P. *, Dannals, J. E., Lys, T. Z., & Neale, M. A. (July, 2020). Do investors value gender diversity? International Association for Conflict Management. Virtual Conference due to COVID-19.

Dannals, J. E. *, Zlatev, J. J., Halevy, N., & Neale, M. A. (August 2020). The dynamics of gender and alternatives in negotiation. Academy of Management. Virtual Conference due to COVID-19.

Daniels, D. P., Dannals, J. E. *, Lys, T. Z., & Neale, M. A. (November, 2019). Do investors value gender diversity? Society for Judgment and Decision Making. Montreal, Canada.

Feiler, D. C.* & Dannals, J. E. (November, 2019). The gerrymandering of attributes. Society for Judgment and Decision Making. Montreal, Canada.

Dannals, J. E. (October, 2019). Perceiving social norms in groups and teams. Norms and Behavioral Change Workshop. University of Pennsylvania, Philadelphia, PA.

Dannals, J. E. *, Feiler, D. C., & Kleinbaum, A. M. (August, 2019). The role of centrality in descriptive social norm perception. Academy of Management. Boston, MA.

Reit, E. S. & Dannals, J. E.* (July, 2019). The effect of hierarchical rank on norm perception accuracy. International Association for Conflict Management. Dublin, Ireland.

Feiler, D. C.* & Dannals, J. E. (July, 2019). The gerrymandering of attributes. International Association for Conflict Management. Dublin, Ireland.

Halevy, N. *, Alzahawi, S. & Dannals, J. E. (July, 2019). Strategic thinking: An instrument for good or bad? International Association for Conflict Management. Dublin, Ireland.

Dannals, J. E., Reit, E. S. *, & Miller, D. T. (August, 2018). Inferring a group's norms: To whom in its hierarchy do we look for insight? Academy of Management. Chicago, IL.

Dannals, J. E. *, Reit, E. S., & Miller, D. T. (July, 2018). Looking up and down the hierarchy: Target rank influences perception of descriptive social norm. International Associate of Conflict Management. Philadelphia, PA.

Dannals, J. E. *, Reit, E. S., & Miller, D. T. (July, 2018). Looking up and down the hierarchy: Target rank influences perception of descriptive social norm. Interdisciplinary Network for Groups Research. Bethesda, MD.

Dannals, J. E. *, Reit, E.S., & Miller, D.T. (June, 2018). Inferring a group's norms: To whom in its hierarchy do we look for insight? Behavioral Decision Research in Management. Boston, MA.

Dannals, J. E. *, Reit, E.S., & Miller, D.T. (March, 2018). Inferring a group's norms: To whom in its hierarchy do we look for insight? Society for Personality and Social Psychology. Atlanta, GA.

Dannals, J.E.* & Oppenheimer, D.M. (November, 2017). Lay understanding of outliers. Society for Judgment and Decision Making. Vancouver, Canada.

Dannals, J.E.* & Miller, D.T. (August, 2017). Perceiving social norms in organizations. Academy of Management. Atlanta, GA.

Dannals, J.E., Freund, A.* & Neale, M.A. (August, 2017). How precise packages can backfire in negotiations. Academy of Management. Atlanta, GA.

Dannals, J.E.*, Zlatev, J.Z., Halevy, N. & Neale, M.A. (July, 2017). The dynamics of gender and alternatives in negotiation. International Associate of Conflict Management. Berlin, Germany.

Dannals, J.E., Freund, A.* & Neale, M.A. (July, 2017). How precise packages can backfire in negotiations. International Associate of Conflict Management. Berlin, Germany.

TEACHING EXPERIENCE

Instructor

2021-2022 **Leading Individuals in Teams**
Average Instructor Rating: 5.85/6; School Mean: 5.08/6
MBA Teams Elective at Tuck School of Business
Dartmouth College

2019-2021 **Managing People**
Average Instructor Rating: 5.65/6; School Mean: 4.99/6
OB (Micro) MBA Core at Tuck School of Business
Dartmouth College

2018 **Leading Individuals and Teams**
Instructor Rating: 4.84/6; School Mean: 4.98/6
Former OB (Micro) MBA Core Tuck School of Business
Dartmouth College

Curriculum Development

2021-2022 **Leading Individuals in Teams**
Average Course Rating: 5.55/6; School Mean: 4.94/6
MBA Teams Elective at Tuck School of Business
Dartmouth College

2019-2021 **Managing People**
Average Course Rating: 5.45/6; School Mean 4.86/6
OB (Micro) MBA Core at Tuck School of Business
Dartmouth College

Co-Instructor, Guest Instructor, and Executive Programs

2015-2018 **TuckLab: Team Dynamics for Startups, The Psychology of Startup Teams, Negotiations, & Team Dynamics**

Tuck School of Business, Stanford Graduate School of Business, Stanford Latino Entrepreneur Program, 500Startups, CrossCampus Incubator, Alchemist Accelerator, Atlanta Tech Village

ACADEMIC SERVICE

Diversity, Equity and Inclusion Service

Underrepresented Scholars (US) in SJDM, Formerly Women in SJDM, Co-Organizer (2019-2022)

Next50: Diversifying Case Protagonists, Faculty Advisory Board at Tuck (2020-2021)

“Men as Allies” Tuck Event Panelist (2020)

Women in Business Conference Faculty Panel Participant at Tuck (2019)

Stanford Enhancing Diversity in Graduate Education, Fellowship Mentor (2015-2017)

General Service

Tuck Strategy and Management Seminar Co-Coordinator (2020-2022)

Tuck Rising Faculty Participant (2021)

Co-organizer for SPSP Preconference, “Bringing Intragroup Processes Back Into Social Psychology” (2021-2022)

Panelist for “Connect and Collaborate” Professional Development Workshop at the Academy of Management, Cancelled due to COVID-19. (2020)

Panelist for “New Doctoral Student Consortium” Professional Development Workshop at the Academy of Management (2020)

Tuck Sustains (Environmental Conservation) Faculty Advisor (2018-2019)

Panelist for “Halfway There, Now What?” Professional Development Workshop at the Academy of Management (2018)

Doctoral Student Service

(Note: Tuck does not have a doctoral program.)

Dissertation Committee Member - Jin Hyun Cheong, Dartmouth College, Psychology and Brain Sciences

Ad hoc Journal and Grant Reviewing

Administrative Science Quarterly; Academy of Management Journal; Collabra: Psychology
Journal of Experimental Psychology: Applied; Journal of Experimental Psychology: General;
Journal of Experimental Social Psychology; Journal of Personality and Social Psychology;
Organization Science; Personality and Social Psychology Bulletin; PLOS one; Proceedings of
the National Academy of Science; Psychological Science; Scientific Reports; Social Psychology
and Personality Science; National Science Foundation

SELECTED MEDIA MENTIONS

July 2022

Bloomberg Business, Business Insider, CBS MoneyWatch, Fast Company, Forbes, HBS Working Knowledge, Markets Insider, NBC News, NPR Business, Stanford Business Insights, Yahoo Finance

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM); International Association for Conflict Management (IACM); Interdisciplinary Network for Groups Research (INGRoup); Society for Judgment and Decision Making (SJDM); Society for Personality and Social Psychology (SPSP)