

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

- 2023 **Early Career Award**, International Association for Conflict Management
- 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**

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

Dannals, J. E., & Oppenheimer, D. M. (2023). How people deal with.....outliers. *Journal of Behavioral Decision Making*, 36(3), e2303.

Srinivasan, P., Alzahawi, S., Dannals, J. E., & Halevy, N. (2023). The strategy of social change: Support for Black Lives Matter as advocacy, solidarity, and allyship. *Personality and Social Psychology Bulletin*, 49(8), 1295-1312.

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, 104283.

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. & Li, Y. (Under Review). A theoretical framework for social norm perception. Invited submission to *Research in Organizational Behavior*.

Popular Press

Dannals, J. E. & Brooks, H. S. (2024). Four tips for improving your team's social norms. *Management and Business Review*.

ACADEMIC PRESENTATIONS

Invited Presentations

Dartmouth College, Tuck School of Business
Harvard University, Harvard Business School
Harvard University, Harvard Kennedy School
London School of Economics, Department of Management
Monash University, Department of Management
Rice University, Jones Graduate School of Business
Stony Brook University, College of Business
University of California: Berkeley, Haas School of Business
University of California: San Diego, Rady School of Management
University of Chicago, Booth School of Business
University of Illinois at Urbana-Champaign, Gies College of Business
University of Michigan, Departments of Psychology and Organizational Studies
University of Pennsylvania, The Wharton School
University of Utah, Eccles School of Business
University of Virginia, Darden School of Business
Yale University, Department of Psychology

Bridging Research on Group Processes and Intergroup Relations Conference, Stanford GSB
Bringing Intragroup Processes Back to Social Psychology, SPSP Preconference
[The Data Colada Virtual Seminar Series](#)
Stanford University, Graduate School of Business Alumni Conference

Chaired or Organized Symposia, Preconferences and Conferences

From Entry to Executive: How Heuristics and Biases Shape Gender Diversity
Co-organized with E. Kirgios for BDRM in Chicago, IL, 2024.
Speakers include A. Rai, J. He, & R. Larrick.

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 Conference

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

A theory of social norm perception

- *Academy of Management Showcase Symposium* Annual Meeting in Boston, MA (August 2023)

Perceiving gendered norms: The case of parental leave

- *Behavioral Decision Research in Management* Biannual Conference in Chicago, IL (June 2024)
- *Berkeley Culture Conference* in Berkeley, CA (January 2024)
- *International Association for Conflict Management* Annual Conference in Thessaloniki, Greece (July 2023)

The role of others' attention in learning organizational culture.

- *International Network of Analytical Sociology* Annual Meeting in Princeton, NJ (June 2023)
- *Berkeley Culture Conference* in Berkeley, CA (January 2023)
- *Academy of Management* Annual Meeting in Seattle, WA (August 2022)

Network centrality and the representativeness of social information

- *Interdisciplinary Network for Groups Research* Annual Conference in Bellevue, WA (July 2023)
- *Norms and Behavior Change* Annual Conference in Philadelphia, PA (October 2022)
- *Association for Psychological Science* Annual Conference in Chicago, IL (May 2022)
- *Society for Experimental Social Psychology* Annual Meeting in Santa Barbara, CA (October 2021)
- *Academy of Management* Annual Meeting presented virtually (August 2021)

Why dominance incites deference: A social norms account

- *International Association for Conflict Management* Annual Conference in Thessaloniki, Greece (July 2023)
- *Academy of Management* Annual Meeting in Seattle, WA (August 2022)

The gerrymandering of attributes

- *Society for Judgement and Decision-Making* Annual Conference in Montreal, Canada (November 2019)
- *International Association for Conflict Management* Annual Conference in Dublin, Ireland (July 2019)

Do investors value gender diversity?

- *Behavioral Decision Research in Management* Biannual Conference in Chicago, IL (June 2024)
- *International Association for Conflict Management* Annual Conference presented virtually (July 2021)
- *Society for Judgement and Decision-Making* Annual Conference presented virtually (December 2020)

The role of hierarchical rank in social norm perception

- *Berkeley Culture Conference* presented virtually (January 2021)
- *International Association for Conflict Management* Annual Conference in Philadelphia, PA (July 2018)
- *Interdisciplinary Network for Groups Research* Annual Conference in Bethesda, MD (July 2018)
- *Behavioral Decision Research in Management* Biannual Conference in Boston, MA (June 2018)
- *Society for Personality and Social Psychology* Annual Conference in Atlanta, GA (March 2018)

The dynamics of gender and alternatives in negotiation

- *Academy of Management* Annual Meeting presented virtually (August 2020)
- *International Association for Conflict Management* Annual Conference in Berlin, Germany (July 2017)

TEACHING EXPERIENCE

Instructor

2024-present	Managing Groups and Teams Executive MBA Program at Yale SOM Yale University
2023-present	Managing Groups and Teams Broad Master's Program at Yale SOM Yale University
2022-present	Managing Groups and Teams MBA Core at Yale SOM Yale University
2021-2022	Leading Individuals in Teams MBA Teams Elective at Tuck School of Business Dartmouth College
2019-2021	Managing People MBA Core at Tuck School of Business Dartmouth College
2018	Leading Individuals and Teams MBA Core Tuck School of Business Dartmouth College

Curriculum Development

2021-2022	Leading Individuals in Teams MBA Teams Elective at Tuck School of Business Dartmouth College
2019-2021	Managing People OB (Micro) MBA Core at Tuck School of Business Dartmouth College

ACADEMIC SERVICE

General Service

Best Empirical or Theoretical Paper Award Committee Member for Conflict Management Division at the Academy of Management (2024)
Panelist for “Reviewing in the Rough” Professional Development Workshop at the Academy of Management (2024)
Panelist for “Enhancing Scientific Rigor and Transparency in Research” Novel Session at the International Association for Conflict Management Conference (2024)
Yale OB Junior Faculty Recruiting Committee (2023)
Yale OB PhD Recruiting (2023-2024)
Tuck Strategy and Management Seminar Co-Coordinator (2020-2022)
Tuck Rising Faculty Participant (2021)
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” (Virtual) 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

Primary Advisor

Yin Li, Yale School of Management, Organizational Behavior

Dissertation Committee

Dennis Jacobson, Yale School of Management, Organizational Behavior, 2025

Hope Harrington (Pre-dissertation), Yale University, Psychology

Ali Bray, Yale School of Management, Organizational Behavior, 2023

Jin Hyun Cheong, Dartmouth College, Psychology and Brain Sciences, 2021

External Supervisor

Till Konczak, Universtiteit van Amsterdam (Master’s Student), 2024

Editorial and Advisory Board Service

Organizational Behavior and Human Decision Processes (2022-present)
Organization Science (2022-present)
Berkeley Culture Conference, Academic Advisory Board Member, (2022-present)
International Association for Conflict Management, Elected Board Member (2024-2026)

Diversity, Equity, and Inclusion Service

Society for Judgement and Decision-Making Faculty Mentor (2022-2023)
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)

Ad hoc Journal and Grant Reviewing

Academy of Management Journal; Administrative Science Quarterly; Collabra: Psychology; Journal of Behavioral Decision Making; Journal of Experimental Psychology: Applied; Journal of Experimental Psychology: General; Journal of Experimental Social Psychology; Journal of Personality and Social Psychology; Judgement and Decision Making; Management Science; Nature Human Behavior; National Science Foundation; Organization Science; Organizational Behavior and Human Decision Processes, Personality and Social Psychology Bulletin; PLOS one; Proceedings of the National Academy of Science; Psychological Science; Scientific Reports; Social Psychology and Personality Science

SELECTED MEDIA MENTIONS

Bloomberg Business, Business Insider, CBS MoneyWatch, Fast Company, Forbes, HBS Working Knowledge, Markets Insider, NBC News, NPR Business, Stanford Business Insights, Wall Street Journal; 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)