

# JESSICA A. KENNEDY

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Nashville, TN 37203  
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## ACADEMIC POSITIONS

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**Vanderbilt University | Owen Graduate School of Management** **July 2014 – Present**  
Associate Professor of Management (with tenure) May 2020  
Assistant Professor of Management

**University of Pennsylvania | The Wharton School** **July 2012 – June 2014**  
Post-Doctoral Fellow

## EDUCATION

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**University of California, Berkeley | Haas School of Business** **May 2012**  
Ph.D. Business Administration (Field: Management of Organizations)  
Dissertation Title: Power and Principled Dissent: Implications for Ethics in Organizations  
Committee: Professors Cameron Anderson (Chair), Jennifer Chatman, Barry Staw, and Robb Willer

**University of Pennsylvania | The Wharton School** **May 2004**  
B.S. Economics *summa cum laude* (Concentrations: Finance, Legal Studies & Business Ethics)

## RESEARCH PUBLICATIONS

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\*Indicates authors who contributed equally.

16. Kray, L. J., Kennedy, J. A., & Lee, M. Now, women do ask: A call to update beliefs about the gender pay gap. In press at *Academy of Management Discoveries*.
15. Van Zant, A. B., Kennedy, J. A., & Kray, L. J. 2023. When lies go undetected: The psychological and relational consequences of hoodwinking other negotiators. *Journal of Personality and Social Psychology*, 124, 1001-1024.
14. Kray, L. J., Kennedy, J. A., & Rosenblum, M. 2022. Who do they think they are?: A social-cognitive account of social sexual behavior at work. *Organizational Behavior and Human Decision Processes*, 172, 104186.
13. Kennedy, J. A., & Kray, L. J. 2022. Gender similarities and differences in dishonesty. *Current Opinion in Psychology*, 48, 101461.
12. Kennedy, J. A., & Schweitzer, M. E. 2018. Building trust by tearing others down: When accusing others of unethical behavior engenders trust. *Organizational Behavior and Human Decision Processes*, 149, 111-128.
11. Kennedy, J. A., & Anderson, C. 2017. Hierarchical rank and principled dissent: How holding higher rank suppresses objection to unethical practices. *Organizational Behavior and Human Decision Processes*, 139, 30-49.
10. Kennedy, J. A., Kray, L. J., & Ku, G. 2017. A social-cognitive approach to understanding gender differences in negotiator ethics: The role of moral identity. *Organizational Behavior and Human Decision Processes*, 138, 28-44.

Updated Fall 2023

## RESEARCH PUBLICATIONS

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\*Indicates authors who contributed equally.

9. Haselhuhn, M. P., Kray, L. J., Schweitzer, M. E., & Kennedy, J. A. 2017. Perceptions of high integrity can persist after deception: How implicit beliefs moderate trust erosion. *Journal of Business Ethics*, 145, 215-225.
8. Kennedy, J. A.\*, Kim, T. W.\*, & Strudler, A.\* 2016. Hierarchies and dignity: A Confucian communitarian approach. *Business Ethics Quarterly*, 26, 479-502.
7. Kennedy, J. A., & Kray, L. J. 2015. A pawn in someone else's game? The cognitive, motivational, and paradigmatic barriers to women's excelling in negotiation. *Research in Organizational Behavior*, 35, 3-28.
6. Goncalo, J. A., Chatman, J. A., Duguid, M. M., & Kennedy, J. A. 2015. Creativity from constraint? How the political correctness norm influences creativity in mixed-sex work groups. *Administrative Science Quarterly*, 60, 1-30.
5. Haselhuhn, M. P.\*, Kennedy, J. A.\*, Kray, L. J., Van Zant, A., & Schweitzer, M. E. 2014. Gender differences in trust dynamics: Women trust more than men following a trust violation. *Journal of Experimental Social Psychology*, 56, 104-109.
4. Kray, L. J., Kennedy, J. A.\*, & Van Zant, A. B.\* 2014. Not competent enough to know the difference? Gender stereotypes about women's ease of being misled predict negotiator deception. *Organizational Behavior and Human Decision Processes*, 125, 61-72.
3. Kennedy, J. A., & Kray, L. J. 2014. Who is willing to sacrifice ethical values for money and social status? Gender differences in reactions to ethical compromises. *Social Psychological and Personality Science*, 5, 52-59.
2. Kennedy, J. A., Anderson, C., & Moore, D. M. 2013. When overconfidence is revealed to others: Testing the status-enhancement theory of overconfidence. *Organizational Behavior and Human Decision Processes*, 122, 266-279.
1. Anderson, C., Brion, S., Moore, D. M., & Kennedy, J. A. 2012. A status-enhancement account of overconfidence. *Journal of Personality and Social Psychology*, 103, 718-735.

## PRACTITIONER PUBLICATIONS

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Van Zant, A. B., Kennedy, J. A., & Kray, L. J. 2023. Why lies don't pay in negotiations and the workplace. *Rutgers Business Review*, 8, 167-174. <https://rbr.business.rutgers.edu/article/why-lies-dont-pay-negotiations-and-workplace>

Kennedy, J. A. 2021. Does getting promoted alter your moral compass? *Harvard Business Review*. <https://hbr.org/2021/02/does-getting-promoted-alter-your-moral-compass>

Kennedy, J. A., & Schweitzer, M. 2021. Does accusing a coworker of an ethical lapse hurt your credibility? *Harvard Business Review*. <https://hbr.org/2021/02/does-accusing-a-coworker-of-an-ethical-lapse-hurt-your-credibility>

Olekalns, M., & Kennedy, J. A. 2020. How couples can find balance while working from home. *Harvard Business Review*. <https://hbr.org/2020/12/how-couples-can-find-balance-while-working-from-home>

## **PRACTITIONER PUBLICATIONS (continued)**

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Kray, L. J., & Kennedy, J. A. 2017. Changing the narrative: Women as negotiators—and leaders. *California Management Review*, 60, 70-87.

Kennedy, J. A., & Anderson, C. 2017. Why powerful people fail to stop bad behavior by their underlings. *The Conversation*. <https://theconversation.com/why-powerful-people-fail-to-stop-bad-behavior-by-their-underlings-73828>

Haselhuhn, M., Schweitzer, M. E., Kray, L., & Kennedy, J. A. 2016. When trust is easily broken, and when it's not. *Harvard Business Review*. Available at <https://hbr.org/2016/02/when-trust-is-easily-broken-and-when-its-not>

## **EDITED VOLUMES**

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Olekalns, M., & Kennedy, J. A. (Eds.) 2020. *Research handbook on gender and negotiation*. Glos, UK: Edward Elgar Publishing.

## **BOOK CHAPTERS**

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Anderson, C., & Kennedy, J. A. 2012. Status hierarchies in teams: Micropolitics and the negotiation of rank. In E. Mannix, & M. Neale (Eds.), *Research on managing groups and teams* (Vol. 15, pp. 49-80). Bingley, UK: Emerald.

Chatman, J. A., Goncalo, J. A., Kennedy, J. A., & Duguid, M. M. 2012. Political correctness and group composition: A research agenda. In E. Mannix, & M. Neale (Eds.), *Research on managing groups and teams* (Vol. 15, pp. 161-183). Bingley, UK: Emerald.

Chatman, J. A. & Kennedy, J. A. 2010. Psychological perspectives on leadership. In N. Nohria, & R. Khurana (Eds.), *Leadership: Advancing the discipline* (pp. 159-182). Cambridge, MA: Harvard Business School Publishing.

## **PROFESSIONAL EXPERIENCE**

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### **Goldman, Sachs & Co.**

**October 2005 – July 2007**

*Leveraged Finance Analyst*

*New York, NY & San Francisco, CA*

Structured and executed debt transactions for private equity and corporate clients, with focus on leveraged buyouts. Work included leveraged buyout financial modeling, comparable transaction analyses, due diligence, and preparation of rating agency presentations, lender presentations, bank books, and other marketing documents utilized in the execution of debt financing transactions.

- Executed financing for JPMorgan Partners' 2006 leveraged buy-out of Quiznos (terms not disclosed)
- Executed \$1 billion debt financing for National Semiconductor in 2007

### **Lazard LLC**

**Summer 2003, July 2004 – October 2005**

*Investment Banking Analyst*

*New York, NY*

Structured, executed, and marketed mergers and acquisitions, with focus on the financial institutions sector. Work included discounted cash flow modeling, merger modeling, comparable company analysis, comparable transaction analysis, due diligence, and the composition of offering memoranda to describe a client's business to potential acquirers.

- Co-advised Permal on its 2005 sale of an 80% stake to Legg Mason for \$800 million

## **AWARDS AND HONORS**

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Brownlee O. Currey Jr. Dean's Faculty Fellow 2017-2021  
Outstanding Publication Award, International Association of Conflict Management 2019  
Best Practitioner Paper Award, Organizational Behavior Division of the Academy of Management 2018  
Poets & Quants' Best 40 Professors under 40 2018  
Vanderbilt Chancellor's Award for Research on Diversity and Inclusion 2018  
Dean's Teaching Award at the Owen Graduate School of Management 2018  
Business Ethics Quarterly's Best Article in 2016 Award  
Research Productivity Award at the Owen Graduate School of Management 2017  
Zicklin Center for Business Ethics Grant 2013  
Dissertation research published in Academy of Management Best Paper Proceedings 2012  
Winner of INFORMS/ Organization Science Dissertation Proposal Competition 2011  
Haas Dean's Dissertation Fellowship Spring 2012  
Haas Dean's Research Fellowship Spring 2011  
Haas White Research Fellowship Fall 2010  
Haas Crawford Research Fellowship Fall 2009  
Achieved "pass with distinction" on comprehensive exams at UC Berkeley 2009  
UC Berkeley Chancellor's Fellowship Fall 2007–Spring 2009  
Graduated *Summa Cum Laude* (with highest honors) from The Wharton School, University of Pennsylvania  
Member of the Joseph Wharton Scholars program (Wharton's honors program)  
Co-Recipient of Wharton's 2004 Beverly Kushinsky Virany Award for "demonstrated leadership, scholarship, and above all, good character" (awarded to 1-2 Wharton undergraduates annually)

## **TEACHING EXPERIENCE**

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### **Vanderbilt University | Owen Graduate School of Management**

MGT 6448 Negotiation	2014-Present
MGT 6456 Ethics in Business	2022-Present
MGT 6342 Leading Teams and Organizations	2014-2020

### **University of Pennsylvania | The Wharton School**

**2012-2014**

LGST 210 Corporate Responsibility and Ethics

## **TEACHING INTERESTS**

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Negotiation, Business Ethics, Organizational Behavior, Leading Groups & Teams

## **INVITED TALKS & CONFERENCE PRESENTATIONS**

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**2023**      **CONFERENCE PRESENTATIONS**  
Academy of Management, Boston

**2022**      **INVITED TALKS**  
Cornell University

- 2021**            **INVITED TALKS**  
Harvard Business School  
UCLA Anderson School of Management
- 2020**            **CONFERENCE PRESENTATIONS**  
International Association of Conflict Management, Virtual
- 2019**            **CONFERENCE PRESENTATIONS**  
Wharton Junior Faculty OB Conference, Philadelphia  
International Association of Conflict Management, Dublin  
Academy of Management, Boston
- 2018**            **CONFERENCE PRESENTATIONS**  
Academy of Management, Chicago (Showcase symposium)  
Wharton Junior Faculty OB Conference (Rapid-fire presentation)  
International Association for Conflict Management, Philadelphia
- 2017**            **INVITED TALKS**  
Columbia University Graduate School of Business  
London Business School  
U. of Notre Dame Mendoza College of Business
- CONFERENCE PRESENTATIONS**  
International Association of Conflict Management, Berlin  
Academy of Management, Atlanta
- 2016**            **CONFERENCE PRESENTATIONS**  
Behavioral Decision Research in Management, Toronto  
International Association of Conflict Management, New York  
Academy of Management, Anaheim  
INFORMS, Nashville
- 2015**            **INVITED TALKS**  
Stanford University Graduate School of Business  
University of California, Berkeley Haas School of Business  
University of Michigan Ross School of Business  
University of Texas, Austin McCombs School of Business
- CONFERENCE PRESENTATIONS**  
Academy of Management, Vancouver
- 2014**            **INVITED TALKS**  
U. of Virginia Darden School of Business
- CONFERENCE PRESENTATIONS**  
INFORMS, San Francisco  
Academy of Management (Showcase Symposium), Philadelphia

2013

**INVITED TALKS**

Northwestern University Kellogg School of Management  
Yale School of Management  
U. of Pennsylvania, The Wharton School  
Vanderbilt Owen Graduate School of Management  
Washington University in St. Louis Olin School of Business  
Georgetown University McDonough School of Business  
U. of Texas at Austin McCombs School of Business  
U. of Utah Eccles School of Business  
Penn State Smeal College of Business  
Drexel University LeBow School of Business  
U. of Maryland Smith School of Business  
Southern Methodist University Cox School of Business

**CONFERENCE PRESENTATIONS**

Academy of Management Annual Meeting, Orlando

**PROFESSIONAL SERVICE**

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Editorial Board Member

- *Organizational Behavior and Human Decision Processes* (2016-present)

Service to the Field

- Panelist, AOM OB Division Junior Faculty Workshop 2023
- Committee member, AOM Best Practitioner Article in Organizational Behavior 2019
- Judge, INFORMS/Organization Science Dissertation Proposal Competition 2016

Service to Vanderbilt

- Chair, Non-Degree Program Advisory Committee 2023-2024
- Member, Vanderbilt Business Dean Search Committee 2022-2023
- Member, Vanderbilt Faculty Awards Committee 2022
- Member, Reappointments Committee 2020, 2021
- Member, Entrepreneurship Curriculum Advisory Committee 2020, 2021
- Member, Provost's Committee for the Prevention of Sexual Misconduct 2019-2020
- Organizer, Organization Studies Colloquium 2014-2020
- Org Studies Faculty Recruitment Committee, 2017, 2018, 2019
- Org Studies Post-Doctoral Fellow Recruitment, 2015-present
- Speaker, Symposium for Prospective Women MBAs 2016, 2017, 2019
- Speaker, Academic Integrity Week's Professional Ethics Panel 2018, 2019
- Speaker, HOPA student-professor lunch 2016, 2018
- Faculty host, Human Capital Case Competition Judges' Dinner 2016, 2018
- Faculty advisor, Social Activities Club 2016
- Committee member, Third floor committee 2016

**PROFESSIONAL AFFILIATIONS**

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Academy of Management  
International Association of Conflict Management  
Association for Psychological Science  
Ethical Systems Collaborator Network at New York University's Stern School of Business