

JESSICA A. KENNEDY

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ACADEMIC POSITIONS

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

University of California, Berkeley | Haas School of Business **May 2012**
Ph.D. Business Administration (Management of Organizations)

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

RESEARCH INTERESTS

Broadly, I am interested in understanding when and why tensions exist at work between “doing good” and “doing well.” I investigate the circumstances under which these tensions emerge and explore how people resolve them. To do so, I often focus on gender and hierarchical position and how those constructs shape identification processes. I seek to understand how hierarchical position and gender link to various types of ethical behavior at work, such as deception in negotiation and principled dissent. I have found that both gender and rank inform how people define themselves, sometimes to the detriment of their ethical decision-making. I aim to contribute to theories of behavioral ethics, gender, and power/status.

MANUSCRIPTS UNDER REVIEW

Kray, L. J., Kennedy, J. A., & Rosenblum, M. Flirting with fire: Disentangling the effects of gender roles and power on sexual harassment. *Revise & resubmit (undergoing second revision), Organizational Behavior and Human Decision Processes.*

Van Zant, A. B., Kennedy, J. A., & Kray, L. J. When lies go undetected: The psychological and relational consequences of hoodwinking other negotiators. *Revise & resubmit (undergoing first revision), Journal of Personality and Social Psychology*

RESEARCH PUBLICATIONS

*Indicates authors who contributed equally.

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.

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.

RESEARCH PUBLICATIONS (continued)

*Indicates authors who contributed equally.

- 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.
- 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.
- Kennedy, J. A.*, Kim, T. W.*, & Strudler, A.* 2016. Hierarchies and dignity: A Confucian communitarian approach. *Business Ethics Quarterly*, 26, 479-502.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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

- Kennedy, J. A. 2021 (February 9). 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 (February 4). 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 (December 14). 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>
- 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 (March 13). Why powerful people fail to stop bad behavior by their underlings. *The Conversation*. Available at <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. (Feb 17). 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

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

BOOK CHAPTERS

Olekalns, M. & Kennedy, J. A. (2020). Spheres of influence: Unpacking gender differences in negotiation. In *Research handbook on gender and negotiation* (pp. 2-14). Glos, UK: Edward Elgar.

Kennedy, J. A., & Olekalns, M. (2020). Shifting directions: From understanding women toward understanding their negotiating counterparts. In *Research handbook on gender and negotiation* (pp. 347-363). Glos, UK: Edward Elgar.

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.

AWARDS AND HONORS

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)

PROFESSIONAL EXPERIENCE

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

TEACHING EXPERIENCE

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

Negotiation, Business Ethics, Organizational Behavior, Leading Groups & Teams, Equitable Work Organizations

ONGOING PROJECTS

Kennedy, J. A., & Tetlock, P. E. Between a rock and a hard place: Hyper-accountability explains why higher-ranking people prefer process to outcome accountability.

Kennedy, J. A., McDonnell, M., & Stephens, N. Does gender raise the ethical bar at work? Exploring gender discrimination in the punishment of workplace misconduct.

Kennedy, J. A. Promoting equality or disrupting community? A relational frames explanation for gender discrimination.

Kennedy, J. A., & Kray, L. J. Is equal representation a panacea for gender discrimination? An experimental investigation of the consequences of gender-balanced representation at the top of hierarchies.

Kennedy, J. A., & Kray, L. J. Gender differences in (dis)honesty: What do we know and why do we want to know?

INVITED TALKS & CONFERENCE PRESENTATIONS

- 2022** **INVITED TALKS**
Cornell University
- 2021** **INVITED TALKS**
Harvard Business School
UCLA Anderson School of Management
- 2020** **CONFERENCE PRESENTATIONS**
Do Women Face a Higher Ethical Bar? Exploring Gender Discrimination in Punishment of Ethical Violations at Work
- International Association of Conflict Management, Virtual 2020
- 2019** **CONFERENCE PRESENTATIONS**
Do Women Face a Higher Ethical Bar? Exploring Gender Discrimination in Punishment of Ethical Violations at Work
- Wharton Junior Faculty OB Conference, Philadelphia 2019
- Do Jerks Get Ahead? The Consequences of Incivility for Social Rank
- International Association of Conflict Management, Dublin 2019
- Why Don't Lies Pay? Deceiver Guilt Undermines Negotiator Satisfaction
- International Association of Conflict Management, Dublin 2019
- Gender Discrimination in Punishing Misconduct: The Role of Prescribed Conscientiousness
- International Association of Conflict Management, Dublin 2019
 - Academy of Management, Boston 2019
- 2018** **CONFERENCE PRESENTATIONS**
Do Women Face a Higher Ethical Bar? Discrimination in the Punishment of Ethical Violations
- Academy of Management, Chicago 2018 (Showcase symposium)
 - Wharton Junior Faculty OB Conference (rapid fire presentation)
- Building Trust by Tearing Others Down: When Making Accusations Engenders Trust
- Academy of Management, Chicago, Illinois 2018
 - International Association for Conflict Management, Philadelphia 2018
- The Power and Status Consequences of Incivility
- International Association for Conflict Management, Philadelphia 2018
- 2017** **INVITED TALKS**
Columbia University Graduate School of Business
London Business School
U. of Notre Dame Mendoza College of Business
- CONFERENCE PRESENTATIONS**
Do Women Face a Higher Ethical Bar? Discrimination in the Punishment of Ethical Violations
- International Association of Conflict Management, Berlin, Germany 2017
- Exemplar Dissertation Proposals: Tips from INFORMS Dissertation Proposal Contest Winners
- Academy of Management, Atlanta 2017

INVITED TALKS & CONFERENCE PRESENTATIONS (continued)

2016

CONFERENCE PRESENTATIONS

Holding Others Responsible for Ethical Violations: The Trust Benefit of Accusing Others

- Behavioral Decision Research in Management, Toronto 2016
- International Association of Conflict Management, New York 2016

An Identity Approach to Understanding Gender Differences in Moral Disengagement

- Academy of Management, Anaheim 2016

Does Gender Raise the Ethical Bar? Exploring the Punishment of Ethical Violations at Work

- Academy of Management, Anaheim 2016
- INFORMS, Nashville 2016

Exemplar Dissertation Proposals: Tips from INFORMS Dissertation Proposal Contest Winners

- Academy of Management, Anaheim 2016

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

Holding Others Responsible for Ethical Violations: The Trust Benefit of Accusing Others

- Academy of Management, Vancouver 2015

Explaining Disrespect Toward Newcomers: A Desire for Equity Compromises Ethical Views

- Academy of Management, Vancouver 2015

2014

INVITED TALKS

U. of Virginia Darden School of Business

CONFERENCE PRESENTATIONS

Power and Principled Dissent: Why High-ranking Individuals Accept Unethical Practices

- INFORMS, San Francisco 2014

Not Competent Enough to Know the Difference? Gender Predict Negotiator Deception

- Academy of Management (Showcase Symposium), Philadelphia 2014

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

The Role of Moral Emotions in Moral Disengagement

- Academy of Management Annual Meeting, August 2013

PROFESSIONAL SERVICE

Editorial Board Member

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

Ad-hoc reviewing

- *Academy of Management Journal*
- *Administrative Science Quarterly*
- *Organization Science*
- *Business Ethics Quarterly*
- *Journal of Personality and Social Psychology*
- *Journal of Experimental Social Psychology*
- *Psychological Science*
- *California Management Review*
- *INFORMS/Organization Science Dissertation Proposal Competition*

Service to the Field

- Committee member, AOM Best Practitioner Article in Organizational Behavior 2019
- Judge, INFORMS/Organization Science Dissertation Proposal Competition 2016

Service to Vanderbilt

- 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-present
- Committee member, Third floor committee 2016

PROFESSIONAL AFFILIATIONS

Academy of Management

International Association of Conflict Management

Society of Experimental Social Psychology Fellow

Society for Business Ethics

Association for Psychological Science

Ethical Systems Collaborator Network at New York University's Stern School of Business