

# JESSICA A. KENNEDY

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## ACADEMIC POSITIONS

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**Owen Graduate School of Management, Vanderbilt University** **July 2014 – Present**  
Assistant Professor of Management

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

## EDUCATION

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

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

## RESEARCH INTERESTS

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Broadly, I am interested in 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. To study these topics, I draw from theories of identification and consider how both gender and the process of aspiring to and holding higher rank inform how people define themselves. I am also interested in understanding how people react to unethical behavior at work and how those reactions influence their workplace outcomes.

## RESEARCH PUBLICATIONS

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\*Indicates authors who contributed equally and are ordered alphabetically.

**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.

**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.

#### **MANUSCRIPTS UNDER REVIEW**

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- Kennedy, J. A., McDonnell, M., & Stephens, N.** Do women face a higher ethical bar? Exploring gender discrimination in the punishment of ethical violations at work. *Revise & resubmit.*
- Kennedy, J. A., Porath, C., & Gerbassi, A.** Do jerks get ahead? The power and status consequences of incivility. *Under review.*

#### **ONGOING PROJECTS**

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- Pai, J., **Kennedy, J. A., & Bendersky, C.** Getting ahead by tearing others down: When and why are status challenges effective?
- Kennedy, J. A., & Tetlock, P. E.** The impact of hierarchical position on preferences for process versus outcome accountability.
- Kennedy, J. A., & Robertson, D., & Kaufman, L.** A new explanation for incivility: How a desire for fairness compromises the will to stop uncivil practices.
- Van Zant, A. B., Kray, L. J., & **Kennedy, J. A.** How does deception impact subjective value in negotiations? A study of dyads.

## **AWARDS AND HONORS**

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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  
Brownlee O. Currey Jr. Dean's Faculty Fellow 2017-2019  
*Business Ethics Quarterly's* Best Article in 2016 Award  
Research Productivity Award at the Owen Graduate School of Management 2017  
Lead article in *Research in Organizational Behavior* (2015, vol. 35)  
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) (1<sup>st</sup> of 83 submissions)  
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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**Owen Graduate School of Management, Vanderbilt University** **2015-2018**  
MGT 6448: Negotiation

- Taught elective negotiation course to MBA students
- Achieved overall rating of 4.69 ("very good to excellent") on 5-pt. scale

**Owen Graduate School of Management, Vanderbilt University** **2015-2018**  
MGT 6342: Leading Teams and Organizations

- Taught required leadership course to MBA students each year
- Achieved overall rating of 4.59 ("very good to excellent") on 5-pt. scale

**The Wharton School, University of Pennsylvania** **2012-2014**  
LGST 210: Corporate Responsibility and Ethics

- Designed and taught required course on business ethics to two sections of Wharton undergraduates
- Achieved overall rating of 3.53 ("very good to excellent") on 0-to-4 scale

## **TEACHING INTERESTS**

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Negotiation, Business Ethics, Leading Teams & Organizations, Power and Politics, Organizational Behavior, Gender in Work Organizations

## EDITED VOLUMES

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Olekalns, M., & **Kennedy, J. A.** (Eds.) *Research handbook on gender and negotiation*. Edward Elgar Publishing (estimated completion date: December 2019).

## 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.

## PRACTITIONER PUBLICATIONS

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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, 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>

## INVITED TALKS & CONFERENCE PRESENTATIONS

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### 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 in Accusers

- 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

## **INVITED TALKS & CONFERENCE PRESENTATIONS (continued)**

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**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

**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

Exemplar Dissertation Proposals: Tips from INFORMS Dissertation Proposal Contest Winners and Finalists

- Academy of Management, Vancouver 2015

## INVITED TALKS & CONFERENCE PRESENTATIONS (continued)

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2014

### INVITED TALKS

U. of Virginia Darden School of Business

### CONFERENCE PRESENTATIONS

Power and Principled Dissent: Identification Leads High-ranking Individuals to Accept Unethical Practices

- INFORMS, San Francisco 2014

Not Competent Enough to Know the Difference? Gender Stereotypes about Women's Ease of Being Mised Predict Negotiator Deception

- Academy of Management (Showcase Symposium), Philadelphia 2014

2013

### INVITED TALKS

Washington University in St. Louis Olin School of Business

Yale School of Management

Georgetown University McDonough School of Business

U. of Texas at Austin McCombs School of Business

U. of Utah Eccles School of Business

Northwestern University Kellogg School of Management

Penn State Smeal College of Business

Drexel University LeBow School of Business

Vanderbilt Owen Graduate School of Management

U. of Maryland Smith School of Business

Southern Methodist University Cox School of Business

U. of Pennsylvania Wharton School Bribery Workshop

### CONFERENCE PRESENTATIONS

The Role of Moral Emotions in Moral Disengagement

- Academy of Management Annual Meeting, August 2013

## PROFESSIONAL EXPERIENCE

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### Goldman, Sachs & Co.

*Leveraged Finance Analyst*

**October 2005 – July 2007**

*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

*Investment Banking Analyst*

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

*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

## **PROFESSIONAL SERVICE**

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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*

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management

International Association of Conflict Management

Fellow, Society of Experimental Social Psychology

Society for Business Ethics

Association for Psychological Science