

ROSHNI RAVEENDHRAN

Darden Graduate School of Business
University of Virginia, Charlottesville, VA 22903
www.roshniraveendhran.com | RaveendhranR@darden.virginia.edu

ACADEMIC APPOINTMENTS

University of Virginia: Darden School of Business **2018 - present**
Assistant Professor of Business Administration

EDUCATION

University of Southern California **2018**
Ph.D. in Business Administration (Management and Organization)

University of Texas at Arlington **2011**
B.A.(Honors) in Psychology

- Summa cum laude

AWARDS AND HONORS

- Finalist, Best Paper Award, Strategic Management Society – Berkeley, 2020.
- University of Virginia 3 Cavaliers Research Grant – \$60,000 (with Yoi Tibbetts & Arsalan Heydarian), 2018.
- BusinessBecause: MBA Professors to Look Out For – 2018 (list of 20 new business school professors who are featured as rising stars in the MBA world), 2018.
- USC Graduate School Travel Award, 2018.
- Finalist, INFORMS Best Dissertation Proposal Competition, 2017.
- USC Graduate School Final Year Fellowship (university-wide competition), 2017.
- Finalist, Past President's Best Paper Award, Western Academy of Management, 2017.
- USC Award for Excellence in Teaching, Management and Organizations, 2016.
- USC Marshall PhD Teaching Award, recognizes top two PhD student instructors at the Marshall School of Business, 2016.
- Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management, 2016 & 2017.
- Outstanding Reviewer Award, Western Academy of Management, 2016.
- University Scholar (Awarded to the top 1% of the student body), University of Texas at Arlington, 2009 & 2010.
- Outstanding Freshman Scholarship, University of Texas at Arlington, 2007 – 2011.

RESEARCH INTERESTS

Psychology of Technology; Artificial Intelligence; Automation in the Workplace; Leadership and Decision Making; Self Determination and Motivation

TEACHING INTERESTS

Organizational Behavior; Leadership; Negotiations; Psychology of Technology; Technology Management

PUBLICATIONS

Hernandez, M., **Raveendhran, R.**, Weingarten, E., & Barnett, M. (2019). How algorithms can diversify the startup pool. *MIT Sloan Management Review*. Feature article in print Fall 2019 issue.

Raveendhran, R., & Fast, N. J. (2019). Technology and social evaluation: Opportunities and challenges. In R. N. Landers (Ed.), *The Cambridge Handbook of Technology and Employee Behavior*. New York: Cambridge University Press.

Raveendhran, R., Xing, Z., & Mayer, K. J. (2019). Understanding contracting behavior: The role of power. In F. J. Contractor & J. Reuer (Ed.), *Alliance Frontiers*. New York: Cambridge University Press.

MANUSCRIPTS UNDER REVIEW AND WORKING PAPERS

Raveendhran, R. & Fast, N.J. Humans Judge, Algorithms Nudge: The Psychology of Behavior Tracking at Work. Under second round review at *Organizational Behavior and Human Decision Processes*.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. Virtual (Freedom From) Reality: Evaluation Apprehension and Leaders' Preference for Communicating Through Avatars. Revision requested at *Computers in Human Behavior*.

Joshi, P., Wakslak, C., & **Raveendhran, R.** Dictates of Distance: Understanding the Experience and Impact of Distance in Organizations. Revision requested at *Organizational Psychology Review*.

Raveendhran, R., Ryu, J., Guarana, C. I Speak Up to My Tech-Savvy Leader: Technological Savviness and Voice. Working manuscript, Target: *Journal of Applied Psychology*.

Raveendhran, R., Hernandez, M., Guarana, C., Wakslak, C. Behavioral Control, Gender, and Leadership Potential. Working manuscript, Target: *Journal of Applied Psychology*.

- Finalist – Best Paper Award, Western Academy of Management Conference, March 2017.
- Featured in the Financial Times

Raveendhran, R. & Mayer, K.J. Managing Knowledge Workers in Technology: A Fit-based Approach. Working manuscript, Target: *Academy of Management Review*.

Rich, B., **Raveendhran, R.**, Mayer, K. J. Adoption or Acquisition? An Example from the Legal Technology Industry. Working manuscript, Target: *Administrative Science Quarterly*.

- Finalist – Best Paper Award, Strategic Management Society – Berkeley Conference, 2020.

Raveendhran, R., Jago, A., Fast, N. J., Gratch, J. Technology and Motivation: Opportunities and Challenges for Organizational Behavior. Working proposal, Target: *Academy of Management Annals*.

Selected Research in Progress

“Social Support from Artificial Intelligence” with Trevor Foulk, *data collection in progress*.

“Digital Micro-Tipping” with Tami Kim, *data collection in progress*.

“Race and Technology” with Peter Belmi, *data collection in progress*.

“Voice Solicitation Through Technology” with Arthur Jago, Nathanael Fast, and Jonathan Gratch, *data collection in progress*.

“Autonomous Representatives and Employee Outcomes” with Arthur Jago, Nathanael Fast, and Jonathan Gratch, *data collection in progress*.

“Performance Effects of Behavior Tracking” with Nathanael Fast, *data collection in progress*.

“Privacy in Behavior Tracking” with Arsalan Heydarian, Yoi Tibbetts, and Erin Smith, *data collection in progress*.

“Artificial Intelligence and Group Processes” with Oliver Fisher, *data collection in progress*.

INVITED TALKS

University of Virginia, Link Lab, 2020.

Capstone Research, Washington, D.C., 2019.

Disrupt HR, Charlottesville, 2019.

University of Virginia, Human and Machine Intelligence Group, 2018.

University of Virginia, Darden Graduate School of Business, 2017.

University of California – Santa Barbara, Technology Management Program, 2017.

University of Western Ontario, Ivey Business School, 2017.

University of British Columbia, Sauder School of Business, 2017.

California State University – Long Beach, College of Business Administration, 2017.

California State University – Bakersfield, School of Business & Public Administration, 2017.

WORKSHOPS AND CHAIRED CONFERENCE SYMPOSIA

- Penn-GWU Workshop on Consumer Interaction with Smart Technologies (**Invited Participant**), Wharton School, 2020.
- Psychology of Technology Annual Conference (**Co-Organizer**), 2019.
- Academy of Management Discoveries Paper Development Workshop (**Selected Participant**), Los Angeles, CA (2018).
- HR Division Mid-Stage Doctoral Consortium (**Invited Panelist**), Academy of Management Annual Meeting, Chicago, IL (2018).
- HR Division Doctoral Consortium (**Selected Participant**), *Academy of Management Annual Meeting*, Atlanta, GA (2017).
- Research Methods Division Doctoral Consortium (**Selected Participant**), *Academy of Management Annual Meeting*, Atlanta, GA (2017).
- Doctoral Consortium (**Selected Participant**), *Strategic Management Society – Strategic Human Capital Special Conference*, Milan, Italy (2017).
- OB Division Doctoral Consortium (**Selected Participant**), *Academy of Management Annual Meeting*, Anaheim, CA (2016).
- Psychological Perspectives on Leading Organizations: Opportunities and Challenges (**Symposium Chair**), *Academy of Management Annual Meeting*, Anaheim, CA (2016).
- Doctoral Consortium (**Selected Participant**), *Society for Industrial and Organizational Psychology*, Anaheim, CA (2016).
- Technology at work: Opportunities and Challenges (**Symposium Co-Chair**), *Academy of Management Annual Meeting*, Vancouver, BC, Canada (2015).

CONFERENCE PRESENTATIONS

Smith, E., **Raveendhran, R.**, Heydarian, A., & Tibbets, Y. (February 2020). Big Brother in the 21st Century: How Privacy Concerns and Social Class Influence Consumer Preferences in the Context of Behavior Tracking. Presented at the *Society for Personality and Social Psychology Annual Conference*, New Orleans, LA.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (October 2019). Virtual (Freedom From) Reality: Evaluation Apprehension and Leaders' Preference for Communicating Through Avatars. Presented at the *APA Technology, Mind, and Society Conference*, Washington DC.

Rich, B., **Raveendhran, R.**, & Mayer, K.J. (October, 2019). Adoption or Acquisition? An Example from the Legal Technology Industry. Presented at the *Strategic Management Society Annual Conference*, Minneapolis, MN.

Xing, Z., & **Raveendhran, R.** (October, 2019). Target Employee Retention in Cross-Border Acquisition: Evidence from Experiments. Presented at the *Strategic Management Society Annual Conference*, Minneapolis, MN.

Raveendhran, R., & Fast, N.J. (August, 2019). Humans Judge, Algorithms Nudge: The Psychology of Behavior Tracking at Work. Presented at the *Academy of Management Annual Conference*, Boston, MA.

Raveendhran, R., & Fast, N.J. (June, 2019). Humans Judge, Algorithms Nudge: The Psychology of Behavior Tracking at Work. *Conference Plenary Paper*. Presented at the *Managerial and Organizational Cognition Conference: Organising, Modelling, and Categorising in the Digital Era*, London, UK.

Raveendhran, R., & Fast, N.J. (May, 2019). Technology, Behavior Tracking, and the Future of Work. Presented at the *Psychology and Cybersecurity Conference*, Washington DC.

Raveendhran, R., & Fast, N.J. (April, 2018). Tracked by Technology: We Want Privacy from People but Share Freely with Machines. Presented at the *APA Technology, Mind, and Society Conference*, Washington DC.

Raveendhran, R., & Fast, N.J. (March, 2018). Tracked by Technology: We Want Privacy from People but Share Freely with Machines. Presented at the *Psychology of Technology Preconference at the annual meeting of the Society for Personality and Social Psychology*, Atlanta, GA.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (November, 2017). Virtual Reality in Management: Drivers and Consequences. Presented at the *New Directions in Research on the Psychology of Technology Conference*, Berkeley, CA.

Raveendhran, R. (October, 2017). Technology, Behavior Tracking, and the Future of Work. Presented at the *INFORMS Best Dissertation Competition Finals*, Houston, TX.

Raveendhran, R., & Mayer, K.J. (April, 2017). Managing Knowledge Workers: A Competence-based Framework. Presented at the *Strategic Management Society – Strategic Human Capital Special Conference*, Milan, Italy.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (March, 2017). Technology Mediated Management: When Managers Stay Away from Face to Face Interactions. Presented at the *Western Academy of Management Conference*, Palm Springs, CA.

Raveendhran, R., Wakslak, C.J., & Mayer, K.J. (March, 2017). (Micro) Manager or (Detail-oriented) Leader?: Micromanagement and Perceptions of Power-Holders' Fit for Leadership Roles. Presented at the *Western Academy of Management Conference*, Palm Springs, CA.

Raveendhran, R., & Wakslak, C.J. (March, 2017). Too Good to be a Micromanager: Competence and its effects on Micromanagement Perceptions. Presented at the *Western Academy of Management Conference*, Palm Springs, CA.

Raveendhran, R., & Mayer, K.J. (November, 2016). Power and Contract Renegotiation. Presented at the *INFORMS Annual Conference*, Nashville, TN.

Raveendhran, R., Xing, Z., Mayer, K.J. (November, 2016). Understanding Contracting Behavior: The Role of Power. Presented at the *INFORMS Annual Conference*, Nashville, TN.

Raveendhran, R., & Fast, N.J. (October, 2016). Tracked by Technology: We Want Privacy from People but Share Freely with Machines. Presented at the *New Directions in Research on the Psychology of Technology Conference*, Los Angeles, CA.

Raveendhran, R., Xing, Z., Mayer, K.J. (September, 2016). Understanding Contracting Behavior: The Role of Power. Presented at the *Strategic Management Society Annual Conference*, Berlin, Germany.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (August, 2016). Technology Mediated Management: When Managers Stay Away from Face to Face Interactions. Presented at the *Academy of Management Annual Meeting*, Anaheim, CA.

Raveendhran, R., & Wakslak, C.J. (August, 2016). Too Good to be a Micromanager: Competence and its Effects on Micromanagement Perceptions. Presented at the *Academy of Management Annual Meeting*, Anaheim, CA.

Raveendhran, R., & Wakslak, C.J. (June, 2016). Micromanagement and its Negative Effects on Perceptions of Power-holders' Leadership Potential. Presented at the *International Association of Conflict Management Annual Conference*, New York, NY.

Raveendhran, R., & Wakslak, C.J. (January, 2016). Telltale Signs: Detail-oriented Behaviors Signal Low Levels of Leadership Fit. Presented at the *Society for Personality and Social Psychology Annual Conference*, San Diego, CA.

Raveendhran, R., & Fast, N.J. (August, 2015). Illusory Autonomy and the Adoption of Technology. Presented at the *Academy of Management Annual Meeting*, Vancouver, BC, Canada.

Raveendhran, R., Xing, Z., Mayer, K.J. (August, 2015). Understanding Contracting Behavior: The Role of Power. Presented at the *Academy of Management Annual Meeting*, Vancouver, BC, Canada.

Raveendhran, R., & Wakslak, C.J. (August, 2014). Micromanagement and its Negative Effects on Leadership Perceptions. Presented at the *Academy of Management Annual Meeting*, Philadelphia, PA.

TEACHING EXPERIENCE

University of Virginia, Darden Graduate School of Business

Residential First Year MBA Program

- Leadership Core Course 2019 – Present
- Negotiations 2019 – Present

Roshni Raveendhran (January, 2020)

Executive MBA Program

- Leadership Residency Module on Human-Technology Collaboration (Invited Guest Instructor)

Executive Education Teaching

- Capital One, Technology Leadership Program

Teaching Materials

- Raveendhran, R., & Kurt, D., (2019). Matteo Hill at Drawn, Inc. *Darden Business Publishing*. Case Number: OB-1293

Mentoring/Advising

MBA Students at Darden Graduate School of Business (Independent Studies)

- Elizabeth Motley – Bain & Company
- Agnes (Reddin) Woltz – McKinsey & Company

University of Southern California, Marshall School of Business

- Organizational Behavior and Leadership – Undergraduate core course Summer 2015
 - USC Award for Excellence in Teaching, recognizes top ten PhD student instructors at the University of Southern California.
 - USC Marshall PhD Teaching Award, recognizes top two PhD student instructors at the Marshall School of Business
- Teaching Assistant, Organizational Behavior MBA Core Fall 2015 (Prof. Scott Wiltermuth)
- Teaching Assistant, Leading Organizations Spring 2015 (Prof. Nathanael Fast and Prof. Jody Tolan)
- Guest Instructor, The Art and Science of Decision Making Spring 2014 (Prof. Cheryl Wakslak)

University of Texas at Arlington, Department of Psychology

- Supplemental Instructor, Psychology Research Design and Statistics 2010 – 2011

PROFESSIONAL SERVICE

Ad-hoc Journal Reviewing

- Academy of Management Review
- Organizational Behavior and Human Decision Processes
- Management Science
- Organization Science

Conference Reviewing

- Academy of Management, Organizational Behavior Division 2012 – present
- Academy of Management, Human Resources Division 2013 – present
- Western Academy of Management 2016 – present
- International Association of Conflict Management 2016 – present

Professional Organizations

- Psychology of Technology Institute, Executive Committee Member 2018 – present
- California Management Review, Invited Member 2019 – present

University of Virginia Service

- Ph.D. Mentor, Convergent Behavioral Science Initiative 2018 – present

University of Southern California Service

- Co-Founder, Marshall Panels on Women’s Experiences in Research 2014 – present
- Co-Organizer, Management and Organization PhD Student Seminars 2015 – 2016
- Co-Organizer, PhD Elective Course on Professional Development 2016 – 2017

PROFESSIONAL AFFILIATIONS

- Member, Academy of Management 2012 – present
- Member, Society for Personality and Social Psychology 2015 – present
- Member, Society for Industrial and Organizational Psychology 2016 – present
- Member, Strategic Management Society 2016 – present
- Member, INFORMS 2016 – present
- Member, American Psychological Association 2018 – present

REFERENCES

Nathanael Fast, Ph.D.

Associate Professor of Management and Organization
Marshall School of Business, University of Southern California
431 Hoffman Hall, Los Angeles, CA 90089-0808
Phone: +1 (213) 740-1047 | E-mail: nathanaf@marshall.usc.edu

Kyle Mayer, Ph.D.

Professor of Management and Organization
Marshall School of Business, University of Southern California
431 Hoffman Hall, Los Angeles, CA 90089-0808
Phone: +1 (213) 821-1141 | E-mail: kmayer@marshall.usc.edu

Leigh Tost, Ph.D.

Assistant Professor of Management and Organization
Marshall School of Business, University of Southern California
431 Hoffman Hall, Los Angeles, CA 90089-0808
Phone: +1 (213) 821-9894 | E-mail: tost@marshall.usc.edu