

Lisa Dianne Ordóñez

Curriculum Vitae

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Contact Information

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Education

1994 Ph.D. Quantitative Psychology, University of California at Berkeley

1992 M.S. Marketing, University of California at Berkeley, Haas School of Business Administration

1988 B.A. Psychology, University of California at Berkeley, Highest Honors in General Scholarship

Professional Experience

2019- Present Dean, Rady School of Management

Stanley and Pauline Foster Chair of Management

University of California San Diego

2018-2019 Vice Dean of Academic Programs

Eller College of Management, University of Arizona

Co-chair, 2019 Strategic Plan, University of Arizona, appointed by UA President Robbins

2015-2019 Vice Dean

Eller College of Management, University of Arizona

2007-2019 Full Professor

McClelland Professor in Management and Organizations, Eller College of Management, University of Arizona, with joint appointments in Marketing and Psychology

2000-2007 Associate Professor with Tenure

Management and Organizations, Eller College of Management, University of Arizona

1994-2000 Assistant Professor

Management and Organizations, Eller College of Management, University of Arizona

1989-1994 Research and Teaching Assistant

Department of Psychology, University of California at Berkeley

Administrative Accomplishments

-UC San Diego

- Increased enrollments by 112% to 247% in 4 of 5 Masters programs for Fall 2020 during a global pandemic!
- San Diego 500 Most Influential Business Leaders 2019, San Diego Business Journal
- 50 Making a Difference Award 2020, San Diego Business Journal
- Launched the Rady School Business Recovery Coalition to serve San Diego businesses struggling during the pandemic, 2020
- Awarded a “Top Veteran-Friendly School” by U.S. Veterans Magazine, 2020
- Produced Military Economic Impact Report for San Diego Military Advisory Council, 2020-present
- Certified as a Yellow Ribbon status graduate program awarding top-off fellowships for military veteran students, 2020
- Awarded 6 new endowed chairs and 6 new endowed fellowship to Rady faculty, 2020
- Chaired the Future of Extension discussion group (2020-21)—Lead the effort to find ways to increase the efficiency and connections between main campus and the UCSD Extension
- Started the Rady Staff Council and a Rady Staff Award of Excellence in 2020
- Appointed to the Corporate Directors Forum board (2020)
- Launched Ascend women’s leadership group, 2019
- Extended MBA fellowships for Rady staff, UCSD Health Sciences faculty, Blue/Gold Star military family members, 2020
- Currently engaged in updating the Rady school strategic plan, anticipated completion Fall 2021

-University of Arizona

University Strategy:

- Co-chair of University-Wide Strategic Plan
 - Spent 50-80% of time over 12 months developing the UA 2019 Strategic Plan.
 - Met with more than 8,000 students, faculty, staff, and community members to determine the best path forward for the University of Arizona and its \$2 billion annual budget.
 - Developed an extensive plan with 90+ initiatives complete with business plans which include budgets, KPIs, and milestones.
 - Interviewed after Arizona Board of Regents approved the plan: <https://news.azpm.org/p/news-articles/2018/11/16/141271-ua-president-robbins-unveils-new-strategic-plan/>
- Liaison to University Central Administration
 - Meet regularly with the Provost and relevant Vice Provosts/Vice Presidents.
 - Serve on key university-wide committees, such as the UA Responsibility Centered Management (RCM) Budget Steering Committee and Strategic Planning and Budget Advisory Committee.
 - Accepted additional duties, such as chairing the 5-year review of a Vice Provost and chairing high profile central positions, such as the Vice President of UA Global.
 - During my tenure, relations between the business school and the rest of campus has improved significantly

Eller College of Management Strategy and Finance:

- AACSB Accreditation Continuous Improvement Review (CIR)
 - Led process to develop the self-study for the 5-year business school AACSB CIR accreditation process in January 2018.
 - Received many positive comments from the review team (headed by Dean Jim Jiambalvo of The University of Washington, The Foster School of Business).
 - The college was easily reaccredited, with the report noting our strong academic programs, quality research faculty, collegial environment, and strong financial standing.
 - Played a key role in these outcomes by supporting strategic academic initiatives and starting several new MS programs, increasing internal funding and support for research, and working closely with the department heads to develop a new internal incentive allocation model.
- Internal Financial Allocation Model
 - Served on the steering committee when The University of Arizona moved to a Responsibility Centered Management (RCM) budgeting model in Spring 2015.
 - Developed, in conjunction with six Eller College department heads for over a year, an internal incentive allocation model that incentivizes growth in masters programs and supports the research mission of the college.
 - Gained trust and agreement about how funds should be allocated within the college, resulting not only in a financial allocation method, but also in-depth conversations about how the college should be managed.
- Annual Budgeting
 - Collaborate with the Dean's Office finance team to develop a balanced budget that provides administrative staff to support the departments/areas and adequately invests in areas that will allow the college to grow.
 - Helped build substantial financial reserves to withstand the financial downturn that led to lower budgets for all UA colleges. As a result, Eller is able to continue investing in programs that will further increase our financial reserves.
- Provost Investment Fund
 - Coordinated the application of 4 proposals for Provost Investment Funds Spring 2019
 - 2 proposals funded for over \$2m over 3 years, representing 45% of total funds allocated to entire university

External Relations:

- Council for Advancement and Support of Education (CASE) Development Conference
 - Attended CASE conference and learned the fundamentals of fundraising, the role of the development staff, and the duties of the organizational leader to create the development goals.
 - As a result, I created the first development campaign with the faculty in the Eller College to support key projects within the college. The focus was on participation and not the amount of the financial donation. We achieved 87% participation in the first year of this campaign.
- Executive Education Teaching
 - Train business leaders around the world (from Tucson to Dubai) in the areas of motivation, goal setting, decision making, and risk management.
 - Vet research ideas to ensure they apply in multiple business environments.
- Business Consulting
 - Work with several companies as the faculty lead on masters business consulting projects.
 - These projects require customer and employee survey and analysis, developing predictive statistical models, and applying management principles in various business environments.

Eller College Academic Programs:

- MBA Program Delivery Improvements
 - Worked closely with the MBA team to change the delivery method of the Executive MBA program from an on-ground to a hybrid format, increasing enrollment 50% and improving profitability in the first year of the new format.
 - Revised the evening on-ground course format to align with online and Executive MBA programs, allowing the college to move students from one program to another if their status changes, and allowing students to continue uninterrupted with their degree progress.
 - The MBA program developed a Technological Leadership focus that harnesses our top MIS program by identifying the top MIS MS students to receive scholarships for a dual-degree with MBA. They simultaneously increasing the admission quality of both programs.
 - Increased the scope of our business consulting projects to include MBA and MIS students working together to solve real business problems.
- Online Undergraduate Program Creation
 - Facilitated faculty approval of the second two years of the BS (i.e., Junior and Senior years only), called a 2+2 program, which was then soon expanded into a four-year online program.
 - In less than two years, almost 200 students enrolled in this program, with significant growth projections for the near future of 350 to 500 students. The program is now profitable and will continue to add vital financial resources to the college.
- Global Undergraduate Program Expansion
 - Worked with the undergraduate programs office to develop three dual-degree programs:
 - American University in Phenom Phen (Cambodia), started Fall 2017
 - Sampoerna University (Jakarta, Indonesia), starting Fall 2018
 - Universidad de Cencias (Lima, Peru), starting Spring 2020
 - Ensured that all parties understood and were comfortable with the new program, by seeking input on the MOUs from the department heads and Undergraduate Dean.
 - Developed a new contract approval process which was implemented with these contracts.
- Economics Department Consolidation
 - Led the effort to integrate and consolidate the Social and Behavioral Sciences College Economics BA degree to Eller College's Economics BS degree, after decades of having two Economics majors housed in two different colleges.
- Economics MS
 - Worked with the Economics Department Head to gain support from the Agricultural Economics department to start a new Economics MS degree.
 - In addition, worked with the department head to secure \$1.1 million in strategic investment funds from the Provost to offset the increased costs of the program (which includes five new tenure track faculty hired over the course of three years to provide this coursework).
- Other Specialty MS
 - Supported department heads and directors to obtain UA approval for the following MS programs: Cybersecurity, Healthcare Management, Business Analytics, and Entrepreneurship.
 - Reviewed the proposals, met with other colleges to garner support for the new programs, and shepherded the application through various university committees to guarantee approval.
- Vice Dean Position
 - Worked with Eller Dean to split my role as Vice Dean into two positions: Vice Dean of Academic Programs and Vice Dean of Research and Faculty.
 - This change will allow both positions more time to complete projects in their domain and, thus, reduce the previously unmanageable workload.

Eller Research Support:

- Eller Small Grants
 - Increased the internal college grant fund to support tenure track faculty research from \$10,000 in 2015 to \$40,000 in 2016.
 - Approximately 40 proposals have been funded over the past four years, leading to larger National Science Foundation grants.
- New Dean's Research Awards
 - Initiated the process for Assistant and Associate Professor Research Awards that began Spring 2018.
 - This is the first formal recognition of faculty research quality by the Dean's Office and includes a cash award.
- External Grant Support
 - Hosted workshops for the PIVOT website to find sponsored project opportunities.
 - Located and communicated research opportunities to relevant faculty and department heads. Several faculty were made aware of and applied for external funds for which they had not previously applied.
- Internal Research Newsletter
 - Began a college-wide newsletter in fall 2016 to summarize research activities of all departments.
 - This newsletter helps communicate to all faculty the extensive and impactful research occurring within the college. Until this newsletter, many faculty were not fully aware of the research activities of other departments.
- College Interdisciplinary Research Presentation
 - Initiated a spring interdisciplinary workshop in which Small Grant Award winners present 10-minute reports of activities. Sessions mainly include presentations by assistant professors from all departments, with a majority of college-wide research faculty attending this event.
 - Provide funding for the Fall Eller Research series that highlights more established researchers in an evening presentation and reception.
- Summer Salary
 - Increased summer funding for research active assistant and associate professors from \$15,000 to \$25,000, with the goal to eventually support faculty up to 2/9ths of their base salary.
 - Working on developing a summer funding pool for full professors.
- Doctoral Student Stipends
 - Increased doctoral student stipends to get to median levels within three years.
 - Created a sixth-year doctoral stipend for those programs in which finding the first academic position requires more time in the program.

Diversity and Inclusion:

- College-Level Support
 - Established the first college-wide Diversity and Inclusion (D&I) Committee in 2016. Current committee chair.
 - Committee has completed a college-wide climate survey, developed a list of suggested activities to increase D&I among students, staff, and faculty, and is finalizing a strategic plan.
- University-Level Support
 - Influencing diversity and inclusion activities through initiatives in the university-wide strategic plan, for which I served as co-chair.

- Capitalizing on the University's newly attained Hispanic Serving Institutional (HSI) status by creating a Hispanic Advancement Institute to serve our Hispanic students, faculty, staff, and community.
- Served on the Strategic Priorities Faculty Initiative (SPFI) committee to recruit diverse tenure-track faculty at the UA
- Professional-level Support
 - Active supporter of the PhD Project since its inception in 1994. The PhD Project mission is to increase the number of diverse faculty in business schools.
 - Attend annual informational conference to promote Eller's doctoral programs and to present to conference participants as a keynote speaker.
 - Recently served on the steering committee for the Fostering Future Female Deans' Summit organized by the Northwestern Business School Dean, Sally Blount.
 - Served as a keynote speaker and panelist on several women's leadership conferences.
 - Founded Women in the Society of Judgment Decision Making networking group that meets at the S/JDM meetings since 2005.

Grants

- National Science Foundation, Decision Risk and Management Science, L. Ordóñez (PI), & S. Gilliland (Co-PI), "Ethics Hotlines: Investigating Decisions to Report Ethical Violations," 2012-13. (\$120,000).
- National Science Foundation, Decision Risk and Management Science, T. Kugler (PI), L. Ordóñez (Co-PI), & T. Connolly (Co-PI), "Emotions and Decision Making," 2008-10. (\$322,000).
- University of Arizona, S. Thatcher, L. Zhao, & L. Ordóñez, E-Commerce Grant, 2002-2003 (\$15,000).
- National Science Foundation, L. Ordóñez, Principal Investigator, 1999-2000 (\$69,636).
- University of Arizona, L. Ordóñez, A. Rapoport, & L. Benson, Co-principal Investigators, New Learning Environments & Instructional Technology Grants Program, 1997 (\$22,000).
- University of Arizona, L. Ordóñez, Principal Investigator, Small Grants Program, 1996. (\$3,500)
- National Science Foundation, Human Cognition and Perception (Predoctoral Research Grant), 1990-1992.

Honors and Awards (since 2008)

- Az Business Magazine's Most Influential Women in Arizona, 2018.
- Service Award, Eller African-American Honorary, 2018.
- Community Member of the Year, Eller Hispanic Honorary, 2017.
- Committee on the Status of Women, Emergent Visionary Award, 2016.
- McClelland Professorship, 2015-present.
- Kalt Prize for the Best PhD Placement in the Eller College, 2014.
- Eller MBA Outstanding Teaching Award, 2014.
- Outstanding Undergraduate Teaching Award, Department of Management and Organizations, 2014.
- UA Center for Leadership, Ethics Faculty Research Award, 2012 and 2013.
- Eller MBA Outstanding Teaching Award, 2012.
- UA Black Alumni Association, Phenomenal Woman Faculty Award, 2012 (first recipient of this award).
- Arizona Leadership Institute, member of the inaugural class, 2011.
- Eller College Women, Leadership Networking Event, Faculty award, May 2011.
- Executive MBA Teaching Award for Business Statistics Module, Nov. 2010.

Professional Membership

- Academy of Management
- Phi Beta Kappa
- Management Faculty of Color
- Society for the Advancement of Chicanos and Native Americans in Science
- Society for Judgment and Decision Making
- Lifetime Cal Alumni
- University of Arizona Women of Color association

Research Interests

- Behavioral Ethics and Judgments of Fairness
- Goal Setting and Decision Making
- Reference Points in Decision Making

Publications

1. To, C, Kilduff, G., Ordóñez, L. D. and Schweitzer, M. (2018). Rivalry, competition, and risk taking in the NFL, *The Academy of Management Journal*, 61 (4), 1281-1306.
2. Motro, D., Ordóñez, L.D., Pittarello, A, & Welsh, D., (2018) Investigating the Effects of Anger and Guilt on Unethical Behavior. *Journal of Business Ethics*, 133–148 (152).
3. Ordóñez, L. D., Benson, L., & Pittarello, A. (2016). Time Pressure Perception and Decision Making. In G. Keren and G. Wu (Eds): *The Wiley-Blackwell Handbook of Judgment and Decision Making*.
4. Ordóñez, L.D, & Welsh, D.T. (2015). Immoral Goals: How Goal Setting May Lead to Unethical Behavior. *Current Opinion in Psychology*. (Special issue on behavioral ethics), 6, 93-96.
5. Welsh, D.T., Ordóñez, L.D., Snyder, D.G., & Christian, M.S. (2015). The slippery slope: A self-regulatory examination of the cumulative effect of minor ethical transgressions. *Journal of Applied Psychology*, 100, 114-127.
6. Welsh, D., & Ordóñez, L. D. (2014). The dark side of consecutive highperformance goals: Linking goal setting, depletion, and unethical behavior. *Organizational Behavior and Human Decision Process, Special Issue on Behavioral Ethics*, 123, 79-89.
7. Welsh, D., & Ordóñez, L. D. (2014). Conscience without cognition: The effects of subconscious priming on automatic ethical behavior. *The Academy of Management Journal*, 57, 723-742.
8. Ordóñez, L. D., & Wu, G. (2013). Goals and decision making. In S. Highhouse, E. Salas and R. S. Dalal (Eds): *Judgment and Decision Making, SIOP Organizational Frontiers Series*, pp. 123-139.
9. Connolly, T., Ordóñez, L. D., & Barker, S. (2013). Judgment and decision making. In N. Schmitt & S. Highhouse (Eds): *Comprehensive Handbook of Psychology, Volume 12: Industrial and Organizational Psychology*. New York: John Wiley.
10. Janakiraman, N., & Ordóñez, L. D. (2012). Effect of effort and deadlines on consumer product returns. *Journal of Consumer Psychology*, 22, 260–271.
11. Kugler, T., Connolly, T. and Ordóñez, L. D. (2012). Emotion, decision and risk: betting on gambles vs. betting on people, *Journal of Behavioral Decision Making*, 25, 123-134.
12. Ordóñez, L. D., Schweitzer, M. E., Galinsky, A. D., & Bazerman, M. H. (2009). On Good Scholarship, Goal Setting, and Scholars Gone Wild, *Academy of Management Perspectives*, 23(1), 6-16.
13. Ordóñez, L. D., Schweitzer, M. E., Galinsky, A. D., & Bazerman, M. H. (2009). Goals Gone Wild: The Systematic Side Effects of Overprescribing Goal Setting, *Academy of Management Perspectives*, 23(3), 82-87.
14. Schweitzer, M., Ordóñez, L. D., & Douma, B. (2004). The Dark Side of Goal Setting: The Role of Goals in Motivating Unethical Behavior. *The Academy of Management Journal*, 47, 422-432.

15. Cherry, B., Ordóñez, L. D., & Gilliland, S. (2003). Grade Expectations: The effects of expectations on fairness and satisfaction perceptions of grades. *Journal of Behavioral Decision Making*, *16*, 375-395.
16. Connolly, T., & Ordóñez, L. D. (2003). Judgment and decision making. In W.C Borman., D. R. Ilgen, & R. J. Klimoski (Eds): *Comprehensive Handbook of Psychology, Volume 12: Industrial and Organizational Psychology*. New York: John Wiley.
17. Rapoport, A., Seale, D. A., & Ordóñez, L. D. (2002). Tacit coordination in choice between certain outcomes and endogenously determined lotteries. *Journal of Risk and Uncertainty*. *25*, 21-45.
18. Schweitzer, M., Ordóñez, L. D., & Douma, B (2002). The Dark Side of Goal Setting: The Role of Goals in Motivating Unethical Behavior, The Best Paper Proceedings of the Academy of Management Conference, Denver, Co.
19. Ordóñez, L. D., Connolly, T., & Coughlan, R. (2000). Multiple reference points in pay satisfaction assessment. *Journal of Behavioral Decision Making*, *13*, 329-344.
20. Ordóñez, L. D., & Connolly, T. (2000). Regret and responsibility: A reply to Zeelenberg et al. *Organizational Behavior and Human Decision Processes*, *81*, 132-142.
21. Ordóñez, L. D., Benson, L., & Beach, L. R. (1999). Testing the compatibility test: How instructions, accountability, and anticipated regret affect prechoice screening of options, *Organizational Behavior and Human Decision Processes*, *78*, 63-80.
22. Ordóñez, L. D. (1998). The effect of correlation between price and quality on consumer choice. *Organizational Behavior and Human Decision Processes*, *75*, 258-273.
23. Ordóñez, L. D. & Benson III, L. (1997). Decisions under time pressure: How time constraints affect risky decision making strategies. *Organizational Behavior and Human Decision Processes*, *71*, 121-140.
24. Connolly, T., Ordóñez, L., & Coughlan, R. D. (1997). Regret and Responsibility in the Evaluation of Decision Outcomes. *Organizational Behavior and Human Decision Processes*, *70*, 73-85.
25. Ordóñez, L. D., Mellers, B. A., Chang, S, & Roberts, J. (1995). Are preference reversals reduced when made explicit? *Journal of Behavioral Decision Making*, *8*, 265-278.
26. Mellers, B. A., Weber, E. U., Ordóñez, L. D., & Cooke, A. D. J. (1995). Utility invariance despite labile preferences. In J. R. Busemeyer, R. Hastie, & D. L. Medin (Eds.), *Psychology of Learning and Motivation: Vol. 32. Decision Making from the Perspective of Cognitive Psychology*.
27. Mitchell, G., Tetlock, P., Mellers, B. A., & Ordóñez, L. D. (1993). Judgments of social justice: Compromise between equality and efficiency. *Journal of Personality and Social Psychology*, *65*, 629-639.
28. Ordóñez, L. D., & Mellers, B. A. (1993). Tradeoffs in fairness and preference judgments. In B. A. Mellers and J. Baron (Eds.), *Psychological Perspectives on Justice: Theory and Applications*. New York: Cambridge University Press.
29. Mellers, B. A., Ordóñez, L. D., & Birnbaum, M. H. (1992). A change-of-process theory for contextual effects and preference reversals in risky decision making. *Organizational Behavior and Human Decision Processes*, *52*, 319-330.
30. Mellers, B. A., Chang, S., Birnbaum, M. H., & Ordóñez, L. D. (1992). Preferences, prices, and ratings in risky decision making. *Journal of Experimental Psychology: Human Processes and Performance*, *18*, 347-361.

Invited Addresses (Since 2008)

- Ordóñez, L. D. (2018). Goals Gone Wild: The Unintended Effects of Goal Setting on Employee Performance. Webinar to Pacific, Gas & Electric managers.
- Ordóñez, L. D. (2017). Goals Gone Wild: The Unintended Effects of Goal Setting on Employee Performance. Ethics & Compliance Initiative (ECI) Fellows Meeting: Incentivizing Ethical Conduct. Washington, D.C.
- Ordóñez, L. D., & Hodak, M. (2016). Walking the Tightrope: Balancing incentives to perform vs. incentives to cheat. Ethics by Design: How to Use Nudges, Norms, and Laws to Improve Business Ethics. Ethical Systems, NYC.
- Ordóñez, L. D. (2016). Goals: The good, the bad, and the ugly. The University of Amsterdam and The University of Gronigen, The Netherlands.
- Ordóñez, L. D., & Welsh, D. (2011). Productivity vs. Ethics: Winning at Both. EthicsPoint (Webinar).
- Ordóñez, L. D. (2009). The Dark Side of Aggressive Goal Setting in the Workplace: A Shortcut to Unethical Behavior. EthicsPoint (Webinar).
- Ordóñez, L. D. (2009). Goals Gone Wild: Managing Inherent Risks in Goal Setting. Hewlett Packard Project Management Roundtable (Webinar).
- Ordóñez, L. D. (2009). Incidental Emotions and Decision Making. University of British Columbia.
- Ordóñez, L. D. (2008). Incidental Emotions and Risk: Somewhere in between fear and anger, there is happiness! UCLA Anderson School of Business.

Professional Presentations (Since 2008)

- Rees, R., Block, E.S., Gilliland, S., Broschak, J. P., & Ordóñez, L. D. (2017). Predicting the Symbolic Use of Ethical Violation Reporting Systems. Academy of Management Conference, Atlanta, GA.
- Kilduff, G., To, C., Ordóñez, L.D., Schweitzer, M. (2016). Going for It on Fourth Down: Rivalry Increases Risk-Taking, Physiological Arousal, and Promotion Focus. International Association for Conflict Management Conference, NYC, NY.
- Kilduff, G., To, C., and Ordóñez, L.D. (2015). Going for it on fourth down: The consequences of rivalry for risk taking. Academy of Management Conference, Vancouver, Canada.
- Ordóñez, L.D., Motro, D., Podsakoff, N., and Yoon, M.J. (2015). The dark side of motivation: The negative effects of pursuing desired ends. Academy of Management Conference, Vancouver.
- Motro, D., Ordóñez, L.D., Pittarello, A. & Welsh, D. (2014). Emotions and Ethics: Understanding the role of self-regulation in examining the effects of anger and guilt on unethical behavior. Academy of Management Conference, Philadelphia, PA and honored in the Best Paper Proceedings (2104).
- Welsh, D.T., Ordóñez, L.D., Snyder, D.G., & Christian, M.S. (2013) The slippery slope: A self-regulatory examination of the cumulative effect of minor ethical transgressions. 73rd annual meeting of the Academy of Management, Orlando, FL.
- Welsh, D., & Ordóñez, L. (2013). The Dark Side of Overprescribed Goals: Linking Consecutive Performance Goals, Depletion, and Unethical Behavior. 73rd annual meeting of the Academy of Management, Orlando, FL.
- Welsh, D., & Ordóñez, L. (2012). Without Cognition: The Effects of Subconscious Priming on Automatic Ethical Behavior. Behavioral Decision Research in Management. Boulder, Co.
- Ordóñez, L. (2012). Goals and Decision Making. Society for Industrial/Organizational Psychology. San Diego.
- Ordóñez, L. (2012). The Impact of Goals on Ethical Behavior. Rady Conference on Deception. UC San Diego.
- Welsh, D., & Ordóñez, L. (2011). Without Cognition: The Effects of Subconscious Priming on Automatic Ethical Behavior. Society for Judgment and Decision Making. Seattle, WA.

- Welsh, D., & Ordóñez, L. (2011). The moderating effect of subconscious priming on goal setting and unethical behavior. Academy of Management Conference, San Antonio, Tx.
- Kugler, T., Connolly, T., & Ordóñez, L. (2010). The Role of Incidental Emotions in Decision Making Under Risk. Society of Experimental Social Psychology. Minneapolis, MN.
- Kugler, T., Ordóñez, L., & Connolly (2008). The Role of Incidental Emotions in Decision Making Under Risk. Society of Judgment and Decision Making conference. Chicago, IL.

Professional Service

Journal Editorial Board Member:

- *Journal of Behavioral Decision Making*
- *Judgment and Decision Making*
- *Journal of Marketing Behavior*
- *Organizational Behavior and Human Decision Processes*

Ad Hoc Reviewer:

- Over 30 leading journals in the field of management and decision making.

Committees and Panels:

- Steering Committee member, Fostering Future Female Deans' Summit, 2018, Northwestern University, Evanston, IL.
- Executive Committee member, Society of Judgment and Decision Making, 2003-2005.
- Organizing Committee member, Subjective Probability and Utility in Decision Making (SPUDM) 2005, Sweden.
- National Institutes of Health (NIH) Panelist, Cognition and Perception Study Group, 2004, Washington, DC.
- National Science Foundation (NSF) Panelist, Integrative Graduate Education and Research Traineeship (IGERT), 2000, Washington, DC.
- Co-organizer for Behavioral Decision Research in Management (BDRM) Conference, 2000, Tucson, AZ.

Selected Media Citations/Interviews

1. "Why we should all give up on goals already", Amanda Ruggeri, November 20, 2017, BBC, <http://www.bbc.com/capital/story/20171117-why-we-should-all-give-up-on-goals-already>
2. "Sales targets at Canadian banks should be scrapped, says former U.K. bank CEO", Erica Johnson, April 6, 2017, <http://www.cbc.ca/news/business/sales-targets-at-canadian-banks-often-inappropriate-1.4057581>
3. "Wells Fargo's terrible, horrible, no-good, very bad week", Jena McGregor, The Washington Post, September 16, 2016. <https://www.washingtonpost.com/news/on-leadership/wp/2016/09/16/wells-fargos-terrible-horrible-no-good-very-bad-week/>
4. "Next Time Your Boss Sets a Crazy Sales Goal, Show Him This", Suzanne Woolley, Bloomberg, September 14, 2016. <http://www.bloomberg.com/news/articles/2016-09-14/how-sales-targets-encourage-wrongdoing-inside-america-s-companies>
5. "101 Ways to Build Wealth." *Money Magazine*, pp. 48. May 2015. <http://time.com/money/3815579/trick-yourself-into-getting-rich/?iid=sr-link1>
6. "A series of unconscionable events: Why do injustices snowball? Research explains." *Psychology Today*, pp. 18-19, October 2014. <https://www.psychologytoday.com/articles/201409/series-unconscionable-events>
7. "Performance Mismanagement: To get results, stop measuring people by them". *The Conference Board Review*. <http://tcbrreview.com/tcbr-human-capital/performance-mismanagement.html>
8. "When Tiny Fibs Create Big Risks For Businesses." *Bloomberg Business Week*, June 26, 2014. <http://www.businessweek.com/articles/2014-06-26/how-telling-little-lies-eventually-leads-to-major-ethical-breaches>.
9. "Stealing a pen at work could turn you on to much bigger crimes." *Huffington Post*, June 26, 2014. http://www.huffingtonpost.com/2014/06/25/stealing-from-work-corporate-fraud_n_5530999.html
10. "Performance Mismanagement: How an Unrealistic Goal Fueled VA Scandal." *NBC News*, June 25, 2014. <http://www.nbcnews.com/storyline/va-hospital-scandal/performance-mismanagement-how-unrealistic-goal-fueled-va-scandal-n139906>.
11. "Secrets of Motivated People." *Fox News*, February 1, 2014. <http://www.foxnews.com/health/2013/01/31/secrets-motivatedpeople/>
12. "Goal Rush: Why goal-setting isn't always a good thing." *CNN*, February 8, 2013. <http://edition.cnn.com/2013/02/07/business/goals-business-management-route-to-the-top/>.
13. "Why setting goals can do more harm than good." *Forbes*, January 2, 2013. <http://www.forbes.com/sites/hbsworkingknowledge/2013/01/02/why-setting-goals-can-do-more-harm-than-good/>.
14. "The Power of Negative Thinking." *The Wall Street Journal*, December 7, 2012. <http://online.wsj.com/news/articles/SB10001424127887324705104578147333270637790>.
15. "Experts' Advice to the Goal-Oriented: Don't Overdo It." *The New York Times*, October 5, 2012. <http://www.nytimes.com/2012/10/06/your-money/the-perils-of-setting-goals.html?pagewanted=all>
16. "It's not always good to create goals." NPR/Marketplace. American Public Media, January 14, 2010. <http://www.marketplace.org/topics/life/its-not-always-good-create-goals>.
17. "Shooting at goals: Why setting performance targets can backfire." *The Economist*, March 10, 2009. <http://www.economist.com/node/13256293>.