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POSITIONS

Rady School of Management, University of California San Diego

Full Professor, 2025-present

Phyllis and Daniel Epstein Chancellor's Endowed Faculty Fellow, 2020-2023

Associate Professor, 2017-2025

Assistant Professor, 2009-2017

Social Psychology, Radboud University Nijmegen

Assistant Professor, 2008-2009

Behavioural Science Institute Postdoctoral Researcher, 2006-2008

Social and Organizational Psychology, Leiden University

Assistant Professor, 2005-2006

Social Psychology, University of Amsterdam

Postdoctoral Researcher, 2004-2005

EDUCATION

Ph.D., New York University, Social Psychology, Quantitative minor, 2004

M.A., New York University, Social Psychology, 2001

B.A. with high honors, University of Michigan, Psychology and Creative Writing, 1996

HONORS, FELLOWSHIPS, GRANTS, AND AWARDS

General Campus Research Grant (\$15,348.88), University of California, San Diego, 2022

General Campus Research Grant (\$15,000), University of California, San Diego, 2020

Fellow, Association for Psychological Science, 2019

Fellow, Society for Personality and Social Psychology, 2019

University of California, San Diego Faculty Career Development Award, 2016-2017

University of California, San Diego Hellman Fellowship, 2011-2012

Radboud University Nijmegen Professor Dr. Jacques Janssen Bokaal award, 2008

Fellow, Society of Experimental Social Psychology, 2005

Society of Experimental Social Psychology Dissertation Award, 2005

New York University Stuart Cook Award in Social Psychology, 2004

Society for Personality and Social Psychology Graduate Poster Award, Honorable Mention,
2003 & 2004

New York University Katzell Summer Fellowship, 2003

New York University Student Travel Grant, 2002 & 2003

New York University Henry Mitchell MacCracken Fellowship, 1999-2004

National Science Foundation Graduate Student Fellowship, 1999-2003

Psi Chi Program Best Paper Award, Midwestern Psychological Association, 1997
J. P. Guilford/Psi Chi Undergraduate Research Award, 1996
Phi Beta Kappa, University of Michigan, 1995
Golden Key National Honor Society, University of Michigan, 1995
Psi Chi, University of Michigan, 1995

PUBLICATIONS (* indicates equal contribution, + indicates graduate/undergraduate mentee)
Hadar, B., Simchon, A., Gilead, M., & Smith, P. K. (in press). Elevated power promotes prosocial behavior more than elevated status. *Personality and Social Psychology Bulletin*.

+Wu, S., Smallman, R., & Smith, P. K. (2024). Self-control signals and affords power. *Journal of Personality and Social Psychology*, *127*, 1189-1214.

Amit, E., Danziger, S., & Smith, P. K. (2022). Medium is a powerful message: Pictures signal less power than words. *Organizational Behavior and Human Decision Processes*, *169*, 104132.

+Yin, Y., Savani, K., & Smith, P. K. (2022). Power increases perception of others' choices, leading to more blaming of others. *Social Psychological and Personality Science*, *13*, 170-177.
winner of a 2022 Society for Personality and Social Psychology Student Publication Prize

Gruber, J., Mendle, J., Lindquist, K. A., Schmader, T., Clark, L. A., Bliss-Moreau, E., Akinola, M., Atlas, L., Barch, D. M., Feldman Barrett, L., Borelli, J. L., Brannon, T., Bunge, S. A., Campos, B., Cantlon, J., Carter, R., Carter-Sowell, A. R., Chen, S., Craske, M. G., Cuddy, A. J. C., Crum, A., Davachi, L., Duckworth, A. L., Dutra, S. J., Eisenberger, N. I., Ferguson, M., Ford, B. Q., Fredrickson, B. L., Goodman, S. H., Gopnik, A., Purdie Greenaway, V., Harkness, K. L., Hebl, M., Heller, W., Hooley, J., Jampol, L., Johnson, S. L., Joormann, J., Kinzler, K. D., Kober, H., Kring, A. M., Levy Paluck, E., Lombrozo, T., Lourenco, S. F., McRae, K., Monin, J. K., Moskowitz, J. T., Natsuaki, M. N., Oettingen, G., Pfeifer, J. H., Prause, N., Saxbe, D., Smith, P. K., Spellman, B. A., Sturm, V., Teachman, B. A., Thompson, R. J., Weinstock, L. M., & Williams, L. A. (2021). The future of women in psychological science. *Perspectives on Psychological Science*, *16*, 483-516.

+Yin, Y., & Smith, P. K. (2021). When and how refusing to help decreases one's influence. *Journal of Experimental Social Psychology*, *95*, 104120.

+Yin, Y., & Smith, P. K. (2020). Power and cognitive functioning. *Current Opinion in Psychology*, *33*, 95-99.

Kunstman, J. W., Fitzpatrick, C., & Smith, P. K. (2018). Poisoned praise: Discounted praise backfires and undermines subordinate impressions in the minds of the powerful. *Social Psychological and Personality Science*, *9*, 470-480.

+Zhang, M., & Smith, P. K. (2018). Does power reduce temporal discounting? Commentary on

- Joshi and Fast (2013). *Psychological Science*, 29, 1010-1019.
- Johnson, C. S.*, Smith, P. K.*, & Wang, C. (2017). Sage on the stage: Women's representation at an academic conference. *Personality and Social Psychology Bulletin*, 43, 493–507.
- Oveis, C., Spectre, A., Smith, P. K., Liu, M. Y., & Keltner, D. (2016). Laughter conveys status. *Journal of Experimental Social Psychology*, 65, 109-115.
- Smith, P. K.*, & Hofmann, W.* (2016). Power in everyday life. *Proceedings of the National Academy of Sciences*, 113, 10043-10048.
- Smith, P. K., Smallman, R., & Rucker, D. D. (2016). Power and categorization: Power increases the number and abstractness of categories. *Social Psychological and Personality Science*, 7, 281-289.
- Smith, P. K., & Magee, J. C. (2015). The interpersonal nature of power and status. *Current Opinion in Behavioral Sciences*, 3, 152-156.
- Smith, P. K., & Overbeck, J. R. (2014). The leaders' rosy halo: Why do we give power holders the benefit of the doubt? In J.-W. van Prooijen & P. A. M. Lange (Eds.), *Power, politics, and paranoia: Why people are suspicious about their leaders* (pp. 53-72). Cambridge, UK: Cambridge University Press.
- Wakslak, C. J.*, Smith, P. K.*, & Han, A. (2014). Using abstract language signals power. *Journal of Personality and Social Psychology*, 107, 41-55.
- Magee, J. C., & Smith, P. K. (2013). The social distance theory of power. *Personality and Social Psychology Review*, 17, 158-186.
- Smith, P. K., McCulloch, K. C., & Schouwstra, A. (2013). Moving closer to reach the top: Approach behavior increases one's sense of power. *Social Cognition*, 31, 518-529.
- Smith, P. K., & McCulloch, K. C. (2012). Subliminal perception. In V. Ramachandran (Ed.), *Encyclopedia of human behavior* (2nd ed., pp. 551-557). New York: Elsevier.
- Stel, M., van Dijk, E., Smith, P. K., van Dijk, W. W., & Djalal, F. M. (2012). Lowering the pitch of your voice makes you feel more powerful and think more abstractly. *Social Psychological and Personality Science*, 3, 497-502.
- Karremans, J. C., & Smith, P. K. (2010). Having the power to forgive: When the experience of power increases interpersonal forgiveness. *Personality and Social Psychology Bulletin*, 36, 1010-1023.
- Smith, P. K., & Galinsky, A. D. (2010). The nonconscious nature of power: Cues and consequences. *Social and Personality Psychology Compass*, 4, 918–938

- Smith, P. K., & Ledgerwood, A. (2010). Three problems with dual systems. *Psychological Inquiry, 21*, 242-249.
- Smith, P. K., & Bargh, J. A. (2008). Nonconscious effects of power on basic approach and avoidance tendencies. *Social Cognition, 26*, 1-24.
- Smith, P. K., Dijksterhuis, A., & Chaiken, S. (2008). Subliminal exposure to faces and racial attitudes: Exposure to Whites makes Whites like Blacks less. *Journal of Experimental Social Psychology, 44*, 50-64.
- Smith, P. K., Dijksterhuis, A., & Wigboldus, D. H. J. (2008). Powerful people make good decisions even when they consciously think. *Psychological Science, 19*, 1258-1259.
- Smith, P. K., Jost, J. T., & Vijay, R. (2008). Legitimacy crisis? Behavioral approach and inhibition when power differences are left unexplained. *Social Justice Research, 21*, 358-376.
- Smith, P. K., Jostmann, N. B., Galinsky, A. D., & van Dijk, W. (2008). Lacking power impairs executive functions. *Psychological Science, 19*, 441-447.
- Smith, P. K., Wigboldus, D. H. J., & Dijksterhuis, A. (2008). Abstract thinking increases one's sense of power. *Journal of Experimental Social Psychology, 44*, 378-385.
- Oettingen, G., Grant, H., Smith, P. K., Skinner, M., & Gollwitzer, P. M. (2006). Nonconscious goal pursuit: Acting in an explanatory vacuum. *Journal of Experimental Social Psychology, 42*, 668-675.
- Smith, P. K., & Trope, Y. (2006). You focus on the forest when you're in charge of the trees: Power priming and abstract information processing. *Journal of Personality and Social Psychology, 90*, 578-596.
- Dijksterhuis, A. & Smith, P. K. (2005). What do we do unconsciously? And how? *Journal of Consumer Psychology, 15*, 225-229.
- Dijksterhuis, A., Aarts, H., & Smith, P. K. (2005). The power of the subliminal: On subliminal persuasion and other potential applications. In R. R. Hassin, J. S. Uleman, & J. A. Bargh (Eds.), *The new unconscious* (pp. 77-106). New York: Oxford University Press.
- Dijksterhuis, A., Smith, P. K., Van Baaren, R. B., & Wigboldus, D. H. J. (2005). The unconscious consumer: Effects of environment on consumer behavior. *Journal of Consumer Psychology, 15*, 193-202.
- Dijksterhuis, A., & Smith, P. K. (2002). Affective habituation: Subliminal exposure to extreme stimuli decreases their extremity. *Emotion, 2*, 203-214.
- Park, D. C., Lautenschlager, G., Hedden, T., Davidson, N. S., Smith, A. D., & Smith, P. K. (2002). Models of visuospatial and verbal memory across the adult life span. *Psychology and Aging, 17*, 299-320.

McKenna, K. Y. A., Green, A. S., & Smith, P. K. (2001). Demarginalizing the sexual self. *Journal of Sex Research*, 38, 302-311.

CONFERENCE PRESENTATIONS

Smith, P. K., & Wu, S. (2024). Power corrupts or power reveals: Lay beliefs about the power-morality link and their consequences. Talk at the Person Memory Interest Group Meeting, Albuquerque, NM.

Wu, S., Yin, Y., Ocampo, J. M., Oveis, C., & Smith, P. K. (2024). *Power and missed opportunities to build trust through self-disclosure*. Talk given at the Academy of Management Annual Meeting, Chicago, IL.

Wu, S., Yin, Y., Ocampo, J. M., Oveis, C., & Smith, P. K. (2024). *Self-disclosure in unequal-power dyads*. Data blitz presented at the International Association for Conflict Management Annual Conference, Singapore.

Wu, S., Yin, Y., Ocampo, J. M., Oveis, C., & Smith, P. K. (2024). *Self-disclosure in unequal-power dyads*. Poster at the Close Relationships Preconference, Society for Personality and Social Psychology Annual Convention, San Diego, CA.

Wu, S., & Smith, P. K. (2023). *Multidisciplinary perspectives on the emergence of power, status, and leadership*. Co-chair of symposium at the Society for Personality and Social Psychology Annual Convention, Atlanta, Georgia.

Wu, S., & Smith, P. K. (2023). *Power corrupts or power reveals: Lay beliefs about the power-morality link and their consequences*. Talk given at the Academy of Management Annual Meeting, Boston, Massachusetts.

Wu, S., & Smith, P. K. (2023). *Power, status, and leadership: How we form, portray, and react to social rank at work*. Co-chair of symposium at the Academy of Management Annual Meeting, Boston, Massachusetts.

Wu, S., & Smith, P. K. (2023). *Self-control signals and affords power*. Talk given at the Society for Personality and Social Psychology Annual Convention, Atlanta, Georgia.

Wu, S., Yin, Y., Ocampo, J. M., Oveis, C., & Smith, P. K. (2023). *Social power and self-disclosure*. Talk presented at Distance in Organizations Workshop [virtual].

Yin, Y., Smith, P. K., & Wiesenfeld, B. (2023). *Abstract and concrete construals in everyday work*. Talk at the Academy of Management Annual Meeting, Boston, Massachusetts.

Amit, E., Danziger, S., & Smith, P. K. (2022). *Medium is a powerful message: Pictures signal less power than words*. Talk given at the Society for Consumer Psychology Annual Conference [virtual].

Wu, S., & Smith, P. K. (2022). *Self-control signals and affords power*. Talk given at the

- Academy of Management Annual Meeting, Seattle, Washington.
- Wu, S., & Smith, P. K. (2022). *Self-control signals and affords power*. Poster at the Society for Personality and Social Psychology Annual Convention, San Francisco, California.
- Yin, Y., Smith, P. K., & Wiesenfeld, B. (2021). *Construal of everyday tasks*. Talk at the Academy of Management Annual Meeting [virtual due to COVID-19].
- Yin, Y., & Smith, P. K. (2020). *Interpersonal processes of power dynamics*. Co-chair of symposium at the Academy of Management Annual Meeting [virtual due to COVID-19].
- Yin, Y., Smith, P. K., & Oveis, C. (2020). *Self-disclosure in unequal-power dyads*. Talk at the Academy of Management Annual Meeting [virtual due to COVID-19].
- Smith, P. K. (2020). *Harassment – Power Dynamics, Self-Reflection and Action: Understanding is Necessary for Biological and Societal Health*. Invited talk at American Association for Anatomy Annual Meeting, San Diego, California. [cancelled due to COVID-19]
- Smith, P. K. (2020). *John Meade Lecture: Leadership and Power*. Invited talk at the Association of University Professors of Ophthalmology Annual Meeting, Rancho Mirage, California.
- Yin, Y., Smith, P. K., & Oveis, C. (2020) *Self-disclosure and trust in unequal-power relationships*. Poster at the Society for Personality and Social Psychology Annual Convention, New Orleans, Louisiana.
- Zhang, M., & Smith, P. K. (2020). *Breaking the rules to help others has differential effects on power perception and conferral*. Talk at the Society for Personality and Social Psychology Annual Convention, New Orleans, Louisiana.
- Yin, Y., & Smith, P. K. (2019). *Antecedents and consequences of dominance and prestige paths to social rank*. Co-chair of symposium at the Academy of Management Annual Meeting, Boston, Massachusetts.
- Yin, Y., & Smith, P. K. (2019). *Rising higher by saying yes? When and how helping increases perceived influence*. Poster at the Society for Personality and Social Psychology Annual Convention, Portland, Oregon.
- Yin, Y., & Smith, P. K. (2019). *When and how agreeing to help increases one's influence*. Talk at the Academy of Management Annual Meeting, Boston, Massachusetts.
- Zhang, M., & Smith, P. K. (2019). *The effect of norm violation on power perception and power affordance*. Talk at the Academy of Management Annual Meeting, Boston, Massachusetts.
- Johnson, C. S., Smith, P. K., & Wang, C. (2018). *Sage on the stage: Women's representation at the SPSP conference*. Talk at the Society of Experimental Social Psychology Conference, Seattle, Washington.

- Smith, P. K., & Hofmann, W. (2018). *Power in everyday life*. Talk at the Society of Experimental Social Psychology Conference, Seattle, Washington.
- Smith, P. K., & Smallman, R. (2018). *How does a person's self-control affect their perceived power?* Talk at the Duck Conference on Social Cognition, Buck Island, North Carolina.
- Yin, Y., & Smith, P. K. (2018). *Rise high through helping? When and how helping increases one's perceived social rank*. Poster at the Society for Personality and Social Psychology Annual Convention, Atlanta, Georgia.
- Zhang, M., & Smith, P. K. (2018). *Perceptions of norm violation*. Poster at the Society for Personality and Social Psychology Annual Meeting, Atlanta, Georgia.
- Fitzpatrick, C., Kunstman, J., & Smith, P. K. (2017). *Attributional ambiguity causes high-power individuals to discount subordinate praise*. Poster at the Midwestern Psychological Association Annual Meeting, Chicago, Illinois.
- Smith, P. K., & Hofmann, W. (2017). *Power in everyday life*. Talk at the 18th General Meeting of the European Association of Social Psychology, Granada, Spain.
- Smith, P. K., & Yin, Y. (2017). *Can helping others increase your social rank?* Talk at the Duck Conference on Social Cognition, Buck Island, North Carolina.
- Zhang, M., & Smith, P. K. (2017). *The effect of preference for consistency and social power on predecisional distortion of information*. Poster at the Society for Personality and Social Psychology Eighteenth Annual Meeting, San Antonio, Texas.
- Fitzpatrick, C., Kunstman, J., & Smith, P. K. (2016). *Disadvantages of the corner office: Power, attributional ambiguity, and person perception*. Poster at the Society for Personality and Social Psychology Seventeenth Annual Meeting, San Diego, California.
- Johnson, C., Smith, P. K., & Wang, C. (2016). *Gender representation at SPSP*. Poster at the Society for Personality and Social Psychology Seventeenth Annual Meeting, San Diego, California.
- Smith, P. K. (2016). *Exploring organizational phenomena through the lens of construal level theory*. Discussant in symposium at the Academy of Management Annual Meeting, Anaheim, California.
- Smith, P. K., & Hofmann, W. (2016). *Power in everyday life*. Talk at the Person Memory Interest Group Meeting, Lake Arrowhead, California.
- Yin, Y., & Smith, P. K. (2016). *Power decreases motivation to affiliate with other people both within and outside power relationships*. Poster at the Society for Personality and Social Psychology Seventeenth Annual Meeting, San Diego, California.
- Zhang, M., & Smith, P. K. (2016). *The effect of preference for consistency and social power on predecisional distortion of information*. Poster at the Society for Judgment and Decision-

Making 37th Annual Conference, Boston, Massachusetts.

Zhang, M., & Smith, P. K. (2016). *Power and temporal discounting*. Poster at the Society for Personality and Social Psychology Seventeenth Annual Meeting, San Diego, California.

Kifer, Y., Heller, D., & Smith, P. K. (2014). *Can power change who you are? The influence of power on extraversion*. Poster at the Society for Personality and Social Psychology Fifteenth Annual Meeting, Austin, Texas.

Magee, J. C., & Smith, P. K. (2014). *The social distance theory of power*. Talk at the IDC Conference on Social Hierarchy, Herzliya, Israel.

Magee, J. C., & Smith, P. K. (2014). *The social distance theory of power: Implications for close relationships*. Talk at the Society for Personality and Social Psychology Fifteenth Annual Meeting, Austin, Texas.

Smith, P. K. (2014). *Power and social distance: The importance of thinking about (and manipulating) an interpersonal construct interpersonally*. Talk at the Duck Conference on Social Cognition, Buck Island, North Carolina.

Smith, P. K. (2014). *Words speak loudly too: The effect of linguistic structure and choices on cognition, emotion, and behavior*. Chair of symposium at the Society of Experimental Social Psychology Conference, Columbus, Ohio.

Smith, P. K., Wakslak, C. J., & Han, A. (2014). *Using abstract language signals power but not status*. Talk at the Association for Psychological Science Annual Convention, San Francisco, California.

Wakslak, C. J., Smith, P. K., & Han, A. (2014). *Using abstract language signals power*. Talk at the Society of Experimental Social Psychology Conference, Columbus, Ohio.

Smith, P. K. (2013). *Mechanical Turk 2.0: Issues, limitations, and solutions for collecting data*. Participant in roundtable at the North American Conference of the Association for Consumer Research, Chicago, Illinois.

Smith, P. K., & Magee, J. C. (2013). *The social distance theory of power*. Talk at the Academy of Management Annual Meeting, Lake Buena Vista, Florida.

Smith, P. K., & Smallman, R. (2013). *The relationship between power and different measures of breadth of categorization*. Talk at the Duck Conference on Social Cognition, Buck Island, North Carolina.

Wakslak, C. J., Smith, P. K., & Han, A. (2013). *Using abstract language signals power*. Talk at the Academy of Management Annual Meeting, Lake Buena Vista, Florida.

Han, A., Wakslak, C. J., & Smith, P. K. (2012). *Abstract communication as a power cue*. Talk at the Conference of the International Association for Conflict Management, Stellenbosch, South Africa.

- Smith, P. K. (2012). *Would Robin Hood make a good CEO? On power, pro-social behavior and leadership in organizations*. Discussant in symposium at the Academy of Management Annual Meeting, Boston, Massachusetts.
- Smith, P. K., Jostmann, N. B., & Galinsky, A. D. (2012). *The uncertain nature of powerlessness impairs executive functions*. Talk at the Society for Personality and Social Psychology Thirteenth Annual Meeting, San Diego, California.
- Smith, P. K., & Magee, J. C. (2012). *The social distance theory of power*. Talk at the Social Cognition Preconference, Society for Personality and Social Psychology Thirteenth Annual Meeting, San Diego, California.
- Wakslak, C. J., Smith, P. K., & Han, A. (2012). *Using abstract language signals power*. Talk at the Duck Conference on Social Cognition, Buck Island, North Carolina.
- Magee, J. C., & Smith, P. K. (2011). *What drives the psychological effects of power? An integration of the Approach/Inhibition and Social Distance Theories*. Talk at the Conference of the International Association for Conflict Management, Istanbul, Turkey.
- Smith, P. K. (2011). *On power and the weighting of feasibility and desirability information in decision-making*. Talk at the Academy of Management Annual Meeting, San Antonio, Texas.
- Smith, P. K., & Magee, J. C. (2011). *The social distance theory of power*. Talk at the Person Memory Interest Group Meeting, Montross, Virginia.
- Wakslak, C., & Smith, P. K. (2011). *Psychological distance at work: Insights from Construal Level Theory*. Co-chair of symposium at the Academy of Management Annual Meeting, San Antonio, Texas.
- Magee, J. C., & Smith, P. K. (2010). *What drives the psychological effects of power? An integration of the approach/inhibition and social distance theories*. Talk at the Duck Conference on Social Cognition, Buck Island, North Carolina.
- Smith, P. K. (2010). *Approach behavior increases one's sense of power*. Talk at the Society of Experimental Social Psychology Conference, Minneapolis, Minnesota.
- Smith, P. K., Bargh, J. A., & Leshner, A. (2010). *Having power makes people more implemental in their goal-related decision-making*. Talk at the Society for Consumer Psychology Annual Winter Conference, St. Pete Beach, Florida.
- Smith, P. K., & Carney, D. R. (2010). *The hormonal and behavioral bases of power*. Co-chair of symposium at the Society of Experimental Social Psychology Conference, Minneapolis, Minnesota.
- Smith, P. K., & Schouwstra, A. (2010). *Approach behavior increases one's sense of power*. Talk at the Academy of Management Annual Meeting, Montreal, Canada.

- Smith, P. K., Jostmann, N. B., Galinsky, A. D., & van Dijk, W. W. (2009). *Lacking power impairs executive functions*. Talk at the Duck Conference on Social Cognition, Buck Island, North Carolina.
- Smith, P. K., Jostmann, N. B., Galinsky, A. D., & van Dijk, W. W. (2009). *Lacking power impairs executive functions*. Poster at the Society for Personality and Social Psychology Tenth Annual Meeting, Tampa, Florida.
- Smith, P. K. (2008). *Approach behavior increases one's sense of power*. Talk at the 3rd EAESP Meeting on the Psychology of Attitudes: Affective Processes in Evaluation, Berg en Dal, Netherlands.
- Smith, P. K. (2008). *Lacking power impairs executive functions*. Talk at the Kurt Lewin Institute Conference, Zeist, Netherlands.
- Smith, P. K. (2008). *Lacking power impairs executive functions*. Talk at the Social Cognition Preconference, Society for Personality and Social Psychology Ninth Annual Meeting, Albuquerque, New Mexico.
- Smith, P. K. (2008). *The psychological path to power is a perpetual loop: Cognitive and behavioral processes induced by power increase one's sense of power*. Talk at the European Social Cognition Network Transfer of Knowledge Conference, Volterra, Italy.
- Smith, P. K., Jostmann, N. B., Galinsky, A. D., & van Dijk, W. W. (2008). *Lacking power impairs executive functions*. Talk at the European Association for Experimental Social Psychology 15th General Meeting, Opatija, Croatia.
- Smith, P. K. (2007). *Approach behavior increases one's sense of power*. Poster at the Society for Personality and Social Psychology Eighth Annual Meeting, Memphis, Tennessee.
- Smith, P. K. (2007). *The social cognition of power: A low-level approach to understanding the big shots*. Talk at the Verenigde Studieverenigingen Sociale Wetenschappen (VSSW) Conference on Power, Nijmegen, Netherlands.
- Smith, P. K., Jostmann, N. B., Galinsky, A. D., & van Dijk, W. (2007). *How executives function: The impact of power on executive control*. Talk at the European Social Cognition Network Transfer of Knowledge Conference, Brno, Czech Republic.
- Smith, P. K., Jostmann, N. B., Galinsky, A. D., & van Dijk, W. (2007). *How executives function: The impact of power on executive control*. Talk at the Kurt Lewin Institute Workshop "On the dark side of self-regulation," Amsterdam, Netherlands.
- Smith, P. K. (2006). *A construal-level model of power and decision-making*. Talk at the European Social Cognition Network Transfer of Knowledge Conference, Pultusk/Warsaw, Poland.
- Smith, P. K. (2006). *A construal-level model of power and decision-making*. Informal paper

- presentation at the Society of Experimental Social Psychology Conference, Philadelphia, Pennsylvania.
- Smith, P. K. (2006). *The social cognition of power: Its basic effects on cognition and behavior*. Talk at the Kurt Lewin Institute Conference, Zeist, Netherlands.
- Smith, P. K. (2006). *The social cognition of power: A low-level approach to understanding the big shots*. Workshop given at the Stichting Studieverenigingen Psychologie Nederland (SSPN) Conference on Power, Utrecht, Netherlands.
- Smith, P. K., Dijksterhuis, A. & Wigboldus, D. H. J. (2006). *Social power leads to more abstract, intuitive information processing*. Talk at the Second Workshop on Cognitive and Social Perspectives on (Un)consciousness: Intuitive Information Processing, Kazimierz Dolny, Poland.
- Smith, P. K., & Wigboldus, D. H. J. (2006). *Focusing on the big picture makes you feel like a big shot: Abstract mindsets increase perceived power*. Poster at the Society for Personality and Social Psychology Seventh Annual Meeting, Palm Springs, California.
- Smith, P. K. (2005). *The bidirectional relationship between power and abstract thought*. Talk at the Person Memory Interest Group Meeting, Julian, California.
- Smith, P. K. (2005). *The social cognition of power: Nonconscious processes*. Chair of symposium at the Society for Personality and Social Psychology Sixth Annual Meeting, New Orleans, Louisiana.
- Smith, P. K. (2005). *You focus on the forest when you're in charge of the trees: Power priming and abstract information processing*. Talk at the European Association for Experimental Social Psychology 14th General Meeting, Würzburg, Germany.
- Smith, P. K., Bargh, J. A., & Leshner, A. (2005). *Nonconscious effects of power on the process of goal pursuit*. Talk at the Small Group Meeting on Self Regulation and Intergroup Phenomena, Jena, Germany.
- Smith, P. K., & Trope, Y. (2005). *You focus on the forest when you're in charge of the trees: Power priming and abstract information processing*. Talk at the Society for Personality and Social Psychology Sixth Annual Meeting, New Orleans, Louisiana.
- Smith, P. K., Trope, Y., & Wigboldus, D. H. J. (2005). *Power leads to abstract thinking, and abstract thinking leads to power*. Talk at the European Social Cognition Network Transfer of Knowledge Conference, Vitznau, Switzerland.
- Smith, P. K., Bargh, J. A., & Leshner, A. (2004). *Nonconscious effects of power on the process of goal pursuit*. Poster at the Society for Personality and Social Psychology Fifth Annual Meeting, Austin, Texas.
- Oettingen, G., Gollwitzer, P., Smith, P. K., Grant-Pillow, H., & Skinner, M. (2003). *Conscious and nonconscious goal pursuit: Behaving the same but feeling different*. Poster at the

Society for Personality and Social Psychology Fourth Annual Meeting, Los Angeles, California.

Smith, P. K., & Bargh, J. A. (2003). *Beyond the boardroom: General effects of high and low power on the approach and avoidance systems*. Poster at the Society for Personality and Social Psychology Fourth Annual Meeting, Los Angeles, California.

Smith, P. K., & Bargh, J. A. (2003). *Nonconscious effects of power on basic approach and avoidance tendencies*. Talk at the Graduate Student Conference in Social Psychology, Yale University, New Haven, Connecticut.

Smith, P. K., & Chaiken, S. (2002). *The effect of mere exposure on implicit and explicit racial attitudes*. Poster at the Society for Personality and Social Psychology Third Annual Meeting, Savannah, Georgia.

Park, D. C., Davidson, N. S., Lautenschlager, G., Smith, A. D., Smith, P. K., & Hedden, T. (1999). *Models of visuospatial and verbal memory across the adult life span: Integration of behavioral and brain data*. Talk at the Old Memories Conference, Cold Spring Harbor.

Park, D. C., Davidson, N. S., Lautenschlager, G., Smith, A. D., & Smith, P. K. (1998). *Differentiation of visuospatial and verbal working memory and long-term memory across the life span*. Talk at the Cognitive Aging Conference, Atlanta, Georgia.

Schwarz, N., Park, D. C., Knäuper, B., Davidson, N. S., & Smith, P. K. (1998). *Aging, cognition, and self-reports: Age-dependent context effects and misleading conclusions about age differences in attitudes and behaviors*. Talk at the Cognitive Aging Conference, Atlanta, Georgia.

Smith, P. K., Schwarz, N., & Park, D. C. (1998). *The influence of aging and question content on frequency scale effects with self-reported behaviors*. Poster at the Midwestern Psychological Association Annual Meeting, Chicago, Illinois.

Smith, P. K. (1997). *Influence of collective and personal self-esteem on stress reactions to racial discrimination*. Talk at the Midwestern Psychological Association Annual Meeting, Chicago, Illinois. Recipient of Psi Chi Program Best Paper Award.

Smith, P. K. (1997). *Influence of ethnic identity complexity on reactions to racial discrimination*. Poster at the American Psychological Association Convention, Chicago, Illinois.

INVITED TALKS

Organizational Behavior seminar speaker, Olin Business School, Washington University in St. Louis, April 19, 2024.

Speaker, ASCEND Executive Women's Forum, Rady School of Management, University of California, San Diego, May 6, 2020. [virtual due to COVID-19]

Management seminar speaker, School of Business, University of California, Riverside, April 2, 2020. [cancelled due to COVID-19]

Master Class speaker, Preview Day, Rady School of Management, University of California, San

Diego, November 16, 2019.

Social Personality Psychology Area Brown Bag, University of California, Riverside, November 14, 2019.

Cognitive Science for the Common Good, University of California, Merced, October 28, 2019.

Department of Management Winter Speaker Series, David Eccles School of Business, University of Utah, January 29, 2018.

Guest Speaker, UCSD Women in Business, April 15, 2017.

Keynote Speaker, Women at Rady, Rady School of Management, University of California, San Diego, April 5, 2017.

Sunday Assembly San Diego, San Diego, CA, March 26, 2017.

Actionable Leadership and Management, Shiley Eye Center, University of California, San Diego, November 14, 2016.

Keynote Speaker, Women at Rady, Rady School of Management, University of California, San Diego, March 9, 2016.

Women in Bioengineering meeting, University of California, San Diego, June 29, 2015.

Women in Science and Technology Conference, San Diego, California, May 9, 2015.

Social Psychology Brown Bag, University of Washington, January 30, 2015.

Keynote Speaker, Women at Rady, Rady School of Management, University of California, San Diego, October 30, 2014.

Center for Behavior, Evolution, and Culture, University of California, Los Angeles, January 6, 2014.

Social Psychology Research Interest Group Brown Bag, Miami University, September 13, 2013.

Psychology Department Colloquium, Yeshiva University, February 27, 2013.

Social Cognition Research Group Brown Bag, Ohio State University, September 19, 2012.

Social Psychology Brown Bag, San Diego State University, December 5, 2011.

Management and Organization Seminar, University of Southern California Marshall School of Business, September 23, 2011.

Faculty of Management Seminar, Tel Aviv University, July 11, 2011.

Women in Science and Technology Conference, San Diego, California, May 14, 2011.

Women in Surgery lecture series, Department of Surgery, University of California, San Diego Health System, March 24, 2011.

Human Resources and Organizational Behavior Colloquium, University of California, Los Angeles Anderson School of Management, February 18, 2011.

Social Psychology Colloquium, University of California, Los Angeles, April 15, 2010.

Friday Afternoon Social Colloquium (FASC), University of California, Santa Barbara, February 19, 2010.

Institute of Personality and Social Research (IPSR) Colloquium, University of California, Berkeley, November 4, 2009.

Social-Personality Psychology Brown Bag, University of California, Davis, November 2, 2009.

Negotiation, Organizations & Markets (NOM) Seminar, Harvard Business School, October 21, 2009.

Public Lecture, Bates College, October 19, 2009.

Management Seminar Series, Columbia University Graduate School of Business, September 15, 2009.

Social Psychology Colloquium, Utrecht University, June 18, 2009.

Organisational Behaviour Seminar, London Business School, May 1, 2008.

Social Psychology Colloquium, Tilburg University, February 1, 2008.

Social Psychology Colloquium, Cornell University, January 30, 2007.

Social Psychology Colloquium, Rutgers University, November 2, 2005.
Marketing Behavioral Lab, Kellogg School of Management, Northwestern University,
November 1, 2005.
Social Psychology Brown Bag, University of Jena, April 26, 2005.
Social Psychology Colloquium, Tilburg University, December 17, 2004.

NOTABLE MEDIA MENTIONS

Why gaining power makes us out of touch with the people we lead, December 4, 2024, *Fast Company*, <https://www.fastcompany.com/91237453/why-gaining-power-makes-us-out-of-touch-with-the-people-we-lead>.

Psychologists reveal personality trait that leads to power, March 6, 2024, *Newsweek*, <https://www.newsweek.com/psychologists-reveal-personality-trait-power-career-1876517>.

The dark and bright sides of power, July 27, 2023, *The Economist*, <https://www.economist.com/business/2023/07/27/the-dark-and-bright-sides-of-power>.

Want respect at work? Ditch the emojis, March 15, 2022, *U.S. News and World Report*, <https://www.usnews.com/news/health-news/articles/2022-03-15/want-respect-at-work-ditch-the-emojis>.

Your workers are getting poached. McKinsey knows what you can do about it, *Business Insider*, November 19, 2021, <https://www.businessinsider.com/mckinsey-how-to-avoid-great-resignation-big-quit-jobs-2021-11>.

Powerful people are less likely to be understanding when mistakes are made, *CBS 8*, June 30, 2021, <https://www.cbs8.com/video/news/local/ucsd-study-powerful-people-are-less-likely-to-be-understanding-when-mistakes-are-made/509-aea9dacf-d69f-4d7d-af2c-331eca25ca0f>.

Rich people actually do have trouble understanding what it's like to be poor, May 18, 2021, *Salon*, <https://www.salon.com/2021/05/18/rich-people-actually-do-have-trouble-understanding-what-its-like-to-be-poor/>.

Power increases cognitive functioning, November 18, 2019, *LSE Business Review*, <https://blogs.lse.ac.uk/businessreview/2019/11/18/power-increases-cognitive-functioning/>.

The critical differences between personal power and social power, October 29, 2019, *LinkedIn*, <https://www.linkedin.com/pulse/personal-power-versus-social-amy-cuddy/>.

#NowWhat: The sexual harassment solutions toolkit, September 26, 2018, *New America*, <https://www.newamerica.org/better-life-lab/reports/nowwhat-sexual-harassment-solutions-toolkit/introduction>

Promoting gender balance wisely, March 8, 2018, *INSEAD Knowledge*, <https://knowledge.insead.edu/leadership-organisations/promoting-gender-balance-wisely-8546>

The brain science that could help explain sexual harassment, February 27, 2018, *Psychology Today*, <https://www.psychologytoday.com/us/blog/your-brain-work/201802/the-brain-science-could-help-explain-sexual-harassment>.

The brain science that could help explain sexual harassment, January 24, 2018, *Quartz at Work*, <https://work.qz.com/1188071/powers-effects-on-the-brain-help-explain-sexual-harassment/>.

Power play, December 22, 2016, *Triton Magazine*, <https://tritonmag.com/powerplay/>.

Psychologists have long studied what power does to the mind. It isn't always pretty, October 19,

- 2016, *Vox.com*, <http://www.vox.com/science-and-health/2016/10/18/13285196/2016-trump-clinton-psychology-power>
- Learning to lead, September 23, 2014, *Chicago Tribune*, <http://www.chicagotribune.com/brandpublishing/linkage/chi-learning-to-lead-20140923-story.html>.
- We assume that people who speak abstractly are powerful, July 25, 2014, *HBR Blog Network*, <http://blogs.hbr.org/2014/07/we-assume-that-people-who-speak-abstractly-are-powerful/>.
- Abstract speaking's power: When communication's not in the details, July 17, 2014, *Businessweek*, <http://www.businessweek.com/articles/2014-07-17/abstract-speaking-power-when-communications-not-in-the-details>.
- Work smarter: Speak vaguely to seem more powerful, July 7, 2014, *New York Magazine*, <http://nymag.com/scienceofus/2014/07/speak-vaguely-to-seem-more-powerful.html>.
- How power corrupts the mind, July 9, 2013, *The Atlantic*, <http://www.theatlantic.com/health/archive/2013/07/how-power-corrupts-the-mind/277638/>.
- Math for baby boys and more surprising insights from the social sciences, December 18, 2011, *The Boston Globe*, <http://www.bostonglobe.com/ideas/2011/12/18/math-for-baby-boys/o0njCpQq3EXFbYl1Qr17rN/story.html>.
- Master mind, May 2009, *Self*, p. 128.
- Mensen met macht kunnen goed intuïtief én bewust nadenken, December 13, 2008, *NRC Handelsblad, Wetenschap section*, http://www.nrc.nl/wetenschap/article2091612.ece/Mensen_met_macht_kunnen_goed_intuïtief_én_bewust_nadenken
- Why it pays in life to feel powerful, September 1, 2008, *Emirates Business 24|7*, http://www.business24-7.ae/articles/2008/9/pages/09012008_08408b1d30b64a56bf86928ad74137d3.aspx#
- Slechte mensen, August 30-31, 2008, *NRC Handelsblad, Wetenschap section*, p. 8-9. <http://www.intermediair.nl/artikel.jsp?id=1542697>
- Een machtig gevoel: Wie macht heeft, gaat abstracter denken, August 14, 2008, *Intermediair*, 33, p. 33. <http://www.intermediair.nl/artikel.jsp?id=1542697>
- Those given jobs with most power think better, June 16, 2008, *San Antonio Express-News*.
- Those given jobs with most power think better, June 15, 2008, *The Atlanta Journal-Constitution*. <http://www.ajc.com/business/content/printedition/2008/06/15/brite.html>
- Cognitive disenchantment: From he that hath not. May 24-30, 2008. *The Economist*, 387, p. 94-95. http://www.economist.com/science/displaystory.cfm?story_id=11402754
- A new power principle? May 20, 2008. *BusinessWeek.com Management IQ blog*. http://www.businessweek.com/careers/managementiq/archives/2008/05/a_new_power_principle.html
- Does power corrupt? Absolutely not. May 20, 2008. *Time.com*. <http://www.time.com/time/health/article/0,8599,1808140,00.html>
- Lack of power hurts cognitive functioning. May 19, 2008. *United Press International*. http://www.upi.com/NewsTrack/Health/2008/05/19/lack_of_power_hurts_cognitive_functioning/3080/
- Study: A lack of power can impair worker's thinking ability. May 14, 2008. *A Better Life (USA Today health blog)*. <http://blogs.usatoday.com/betterlife/2008/05/does-this-sound.html>
- In brief: Staying on top. July/August, 2007. *Psychology Today*. <http://psychologytoday.com/articles/pto-20070723-000009.html>
- Machtdenken. June 24-25, 2006. *NRC Handelsblad*.

TEACHING EXPERIENCE

PhD

Rady School of Management, UCSD
Social Hierarchy

MBA

Rady School of Management, UCSD
Organizational Strategy
Power and Politics
MicroMBA

Psychology Masters

Radboud University Nijmegen
Research Training: Experimental Research
New York University
Intermediate Masters Statistics

Undergraduate

Rady School of Management, UC San Diego
Business and Organizational Leadership
Radboud University Nijmegen
Conscious and Unconscious Processes
Project Social Psychology (research experience course)
Social Cognition
Leiden University
Bachelor Project (research thesis course)
Conflict and Cooperation
Judgment and Influence
University of Amsterdam
Research Practicum
New York University
Lab in Personality and Social Psychology

Dissertation Committees

Rady School of Management, UC San Diego
Arathy Puthillam, 2025-present
Amanda Silver, 2025-present
Olivia Jurkiewicz, 2022-present
Shuang Wu (chair), 2022-2025
Yumeng Gu, 2018-2021
Yidan Yin (chair), 2016-2021
Min Zhang (chair), 2015-2019
Matthew Lupoli, 2015-2018
Department of Psychology, UC San Diego
Sohee Ahn, 2021-2025

LOCAL SERVICE

Promotion and Tenure Committee, Rady School of Management, University of California, San Diego, 2024-present
Committee on Diversity and Equity, University of California, San Diego, 2021-2023
Society of Hellman Fellows Selection Committee, University of California, San Diego, 2021-2023
Nomination Committee, T. Denny Sanford Institute for Empathy and Compassion, University of California, San Diego, 2020-present
Graduate Curriculum Committee, Rady School of Management, University of California, San Diego, 2019-2023
Social and Behavioral Sciences Committee, Institutional Review Board, University of California, San Diego, 2017-present
Faculty Mentor Program, University of California, San Diego, 2012-2013
Faculty Equity Advisor, University of California, San Diego, 2009-2010
Lab Committee, Behavioural Science Institute, Radboud University Nijmegen, 2008-2009
Award Committee for Best Paper by a Ph.D. Student, Behavioural Science Institute, Radboud University Nijmegen, 2008
Cubicle Lab Coordinator, Behavioural Science Institute, Radboud University Nijmegen, 2007-2009
Vision Committee, Behavioural Science Institute, Radboud University Nijmegen, 2007-2008
Ethics Committee, Department of Psychology, Leiden University, 2005-2006
Lab Room Coordinator, Social Psychology Program, New York University, 2000-2004
Judge, Psychology Masters Students Research Conference, New York University, 2003
Lab Manager, Dr. John A. Bargh, New York University, 1999-2003
Treasurer, Graduate Association for Students of Psychology, New York University, 1999-2003
Admissions Committee, Social Psychology Program, New York University, 2000

PROFESSIONAL SERVICE

Professional Societies

BECOME (Building Early Career Opportunities via Mentoring Experiences) mentor, Society for Personality and Social Psychology, 2022-2023
Fellows Committee, Society for Personality and Social Psychology, 2021-2023
Co-chair, 2022-2023
Member, 2021-2022
Distinguished Scientist Award Committee, Society of Experimental Social Psychology, 2020
Sexual Harassment Task Force, Society for Personality and Social Psychology, 2018-2019
Dissertation Award Committee, Society of Experimental Social Psychology, 2011

Editorial Boards

European Journal of Social Psychology
Consulting Editor, 2012-2015
Journal of Experimental Social Psychology
Associate Editor, 2024-present
Editorial Board, 2016-2021
Guest Editor, 2019
Journal of Personality and Social Psychology

Consulting Editor, *Attitudes and Social Cognition* section, 2023-present
Consulting Editor, *Interpersonal Relations and Group Processes* section, 2014-2017
Guest Editor, 2016
Personality and Social Psychology Bulletin
Associate Editor, 2018-2021
Proceedings of the National Academy of Sciences
Guest Editor, 2014
Social Psychological and Personality Science
Editorial Board, 2015-present
Associate Editor, 2012-2015

Ad Hoc Grant Reviewer

Israel Science Foundation
National Science Foundation
Netherlands Organisation for Scientific Research (NWO)
Social Sciences and Humanities Research Council of Canada
United States-Israel Binational Science Foundation

Ad Hoc Journal Reviewer

Administrative Science Quarterly
Basic and Applied Social Psychology
British Journal of Social Psychology
Canadian Journal of Experimental Psychology
Cognition
Cognition and Emotion
Communications Psychology
Current Directions in Psychological Science
Emotion
Experimental Psychology
European Journal of Social Psychology
Frontiers in Human Neuroscience
Group Dynamics
Journal of Consumer Psychology
Journal of Consumer Research
Journal of Experimental Psychology: Applied
Journal of Experimental Psychology: General
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology
Motivation and Emotion
Motivation Science
Organization Science
Organizational Behavior and Human Decision Processes
Personality and Social Psychology Bulletin
Personality and Social Psychology Review
Perspectives on Psychological Science
PLOS ONE
Psychological Review
Psychological Science

Quarterly Journal of Experimental Psychology
Review of General Psychology
Royal Society Open Science
Social Cognition
Social Cognitive and Affective Neuroscience
Social and Personality Psychology Compass
Social Psychological and Personality Science
Social Psychology

Conference Organization

Program Committee, Distances in Organizations Workshop, May 19-20, 2022, [virtual due to COVID-19].
Program Committee, Distances in Organizations Workshop, May 20-21, 2021, [virtual due to COVID-19].
Program Committee, Distances in Organizations Workshop, May 14-16, 2020, McGill University, Montreal, Canada [virtual due to COVID-19].
Program Committee, Distances in Organizations Workshop, May 17-18, 2019, New York University, New York, New York.
Program Committee, Distances in Organizations Workshop, May 11-12, 2018, McGill University, Montreal, Canada.
Co-organizer of 2015 Power, Status, and Influence Conference (with Miguel Unzueta), March 12-13, 2015, Rady School of Management, University of California, San Diego.
Co-organizer of ASPO Herfstsymposium 2007, “The Dark and the Bright Sides of Social Power” (with Nils B. Jostmann, Wilco W. van Dijk, and Diederik Stapel), October 5, 2007, Vrije Universiteit Amsterdam.
Co-organizer of KLI Workshop, “What Power Does to People: The Effects of Power on Cognition, Emotion, and Behavior” (with Adam Galinsky, Thomas Schubert, Joris Lammers, Wilco W. van Dijk, and Nils B. Jostmann), October 3-4, 2007, Vrije Universiteit Amsterdam.