

ROSHNI RAVEENDHRAN

Darden Graduate School of Business
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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

- Frederick S. Morton Leadership Award – Faculty Recognition, 2020 (In recognition of “passion and commitment to enlighten students with issues of leadership and organization behavior”, Awarded to one faculty member at the Darden School of Business).
- 2020 Outstanding Practitioner-Oriented Publication in OB, Academy of Management OB Division (Awarded to the publication with the most significant contribution to the practice of management in the field of Organizational Behavior), 2020.
- Nominated for the Darden Faculty Diversity Award (Student nominated), 2020.
- 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.
- 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.

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

Raveendhran, R. & Fast, N.J. Humans Judge, Algorithms Nudge: The Psychology of Behavior Tracking Acceptance. (2021). *Organizational Behavior and Human Decision Processes*.

Perrigino, M. & **Raveendhran, R.** (2020). Managing remote workers during quarantine: Insights from organizational research on boundary management. *Behavioral Science and Policy*.

Raveendhran, R., Fast, N.J., & Carnevale, P.J. (2020). Virtual (Freedom From) Reality: Evaluation Apprehension and Leaders' Preference for Communicating Through Avatars. *Computers in Human Behavior* (Impact Factor: 5.003).

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.

- AOM – OB Division 2020 Outstanding Practitioner-Oriented Publication

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., Kim, T., & Ryu, J.W. Changing the Channel in the COVID-19 Crisis: The Role of Digital Channels in Predicting Objective and Subjective Negotiation Outcomes. *Conditionally Accepted*.

Perrigino, M. & **Raveendhran, R.** Technology Spillover across Work and Nonwork Boundaries: A Control Perspective. *Revision Requested*.

Raveendhran, R., Fisher, O., & Fast, N.J. Consumer Openness to Behavior Tracking. *Under Review.*

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

Raveendhran, R., Hernandez, M., Guarana, C., Waksalak, C. Behavioral Control, Gender, and Leadership Potential. *Working manuscript.*

- 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.*

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

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

Selected Research in Progress

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

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

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

“Voice Solicitation Through Technology”, *data collection in progress.*

“Autonomous Representatives and Employee Outcomes”, *data collection in progress.*

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

“Privacy in Behavior Tracking”, *data collection in progress.*

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

“Automation and Employee Outcomes”, *data collection in progress.*

INVITED TALKS

Network for Executive Women, Rosslyn, VA, 2020.

Graduate Women in Business, Charlottesville, VA, 2020.

CxLoyalty, Glen Allen, VA, 2020.

Charlottesville Women in Tech, Charlottesville, VA, 2020.

Cville Biohub Panel, Charlottesville, VA, 2020.
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.

CONFERENCES AND SYMPOSIA ORGANIZED

- New Directions in Research on the Psychology of Technology (**Lead Organizer**), 2019.
- Psychological Perspectives on Leading Organizations: Opportunities and Challenges (**Symposium Chair**), *Academy of Management Annual Meeting*, Anaheim, CA (2016).
- Technology at work: Opportunities and Challenges (**Symposium Co-Chair**), *Academy of Management Annual Meeting*, Vancouver, BC, Canada (2015).

WORKSHOPS AND CONSORTIA

- Penn-GWU Workshop on Consumer Interaction with Smart Technologies (**Invited Participant**), Wharton School, 2020.
- 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).
- Doctoral Consortium (**Selected Participant**), *Society for Industrial and Organizational Psychology*, Anaheim, CA (2016).

PEER-REVIEWED CONFERENCE PRESENTATIONS

Raveendhran, R., & Mayer, K.J. (October, 2020). Managing Knowledge Workers: A Competence-based Framework. Presented at the *Strategic Management Society Annual Conference*, London, UK (virtual).

Raveendhran, R., Jago, A., Fast, N.J., & Gratch, J. (August 2020). Voice Solicitation Through Technology. Presented at the *Academy of Management Annual Conference*, Vancouver, BC (virtual).

Raveendhran, R., Ryu, J., & Guarana, C. (August 2020). I Speak Up to My Tech-Savvy Leader: Technological Savviness and Voice. Presented at the *Academy of Management Annual Conference*, Vancouver, BC (virtual).

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 2018 – Present
- Negotiations 2018 – Present

Executive MBA Program

- Leadership Residency Module on Human-Technology Collaboration (Invited Guest Instructor) 2018 – Present

Executive Education Teaching

- Capital One, Technology Leadership Program 2018 – Present

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 (Prof. Scott Wiltermuth) Fall 2015
- Teaching Assistant, Leading Organizations (Prof. Nathanael Fast and Prof. Jody Tolan) Spring 2015
- Guest Instructor, The Art and Science of Decision Making (Prof. Cheryl Wakslak) Spring 2014

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
- Journal of Experimental Psychology: General
- Technology, Mind, and Behavior
- California Management Review

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