

Kieran O'Connor

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ACADEMIC POSITIONS

Assistant Professor of Commerce (Management) 2013 - present
University of Virginia, McIntire School of Commerce

EDUCATION

Ph.D., Organizational Behavior 2008 - 2013
Stanford University, Graduate School of Business

B.A., Psychology 2001 - 2005
Stanford University
Honors with Distinction, Phi Beta Kappa

RESEARCH INTERESTS

Authenticity, Hypocrisy, Decision Biases, Behavioral Ethics, Organizational Rebels

RESEARCH ARTICLES | *denotes equal authorship

1. O'Connor, K., Effron, D. A., & Lucas, B. J. (2020). Moral cleansing as hypocrisy: When private acts of charity make you feel better than you deserve. *Journal of Personality and Social Psychology*, 119, 540-559.
2. *Lehman, D. W., *O'Connor, K., Kovács, B., & Newman, G. E. (2019). Authenticity. *Academy of Management Annals*, 13, 1-42. [Lead article; *AoM Annals* Best Paper Award 2020]
3. *Lehman, D. W., *O'Connor, K., & Carroll, G. R. (2019). Acting on authenticity: Audience responses to varying meanings. *Review of General Psychology*, 23, 19-31.
4. Effron, D. A., O'Connor, K., Leroy, H., & Lucas, B. J. (2018). From inconsistency to hypocrisy: When does "saying one thing but doing another" invite condemnation? *Research in Organizational Behavior*, 38, 61-75.
5. O'Connor, K., & Cheema, A. (2018). Do evaluations rise with experience? *Psychological Science*, 29, 779-790. [Top 5% of all media mentions tracked by Altmetric; 1,800 downloads]
6. O'Connor, K., Carroll, G. R., & Kovács, B. (2017). Disambiguating organizational authenticity: The unique value and appeal of various interpretations. *PLoS One*, 12, e0179187.
7. Bateman, T. S., & O'Connor, K. (2016). Felt responsibility and climate engagement: Distinguishing adaptation from mitigation. *Global Environmental Change*, 41, 206-215. | impact factor: 10.43.
8. O'Connor, K., & Monin, B. (2016). When principled deviance becomes moral threat: Testing alternative mechanisms for the rejection of moral rebels. *Group Processes and Intergroup Relations*, 19, 676-693.
9. Effron, D. A., Lucas, B. J., & O'Connor, K. (2015). Hypocrisy by association: When organizational membership increases condemnation for wrongdoing. *Organizational Behavior and Human Decision Processes*, 130, 147-59.

MEDIA COVERAGE

The Economist, London Times, Harvard Business Review, The Conversation, UK Daily Mail

ADDITIONAL PUBLICATIONS & CHAPTERS

1. O'Connor, K., Lehman, D. W., & Carroll, G. R. (2019). The kind of authenticity customers will pay more for. *Harvard Business Review*. <https://hbr.org/2019/06/the-kind-of-authenticity-customers-will-pay-more-for>
2. O'Connor, K., & Cheema, A. (2018). Why ratings on everything from wine to Amazon products improve over time. *Harvard Business Review*. <https://hbr.org/2018/10/research-why-ratings-on-everything-from-wine-to-amazon-products-improve-over-time>
3. Carroll, G. R., Feng, M., He, Y., O'Connor, K., & Wang, L. (2019). Authenticity and Institutional Context: Individual Preferences in China. *Journal of International Consumer Marketing*, 1-18.
4. Carroll, G. R., & O'Connor, K. (2018). Comment on "Algorithms and authenticity". *Academy of Management Discoveries*, 5, 95-96.
5. Bateman, T. S., & O'Connor, K. (2017). How to talk climate change across the aisle: Focus on adaptive solutions rather than causes. *The Conversation*. <http://theconversation.com/how-to-talk-climate-change-across-the-aisle-focus-on-adaptive-solutions-rather-than-causes-69112>
6. Carroll, G. R., & O'Connor, K. (2015). Biology, evolution, and organizations: Promises and challenges in building the foundations. In S. M. Colarelli & R. D. Arvey (Eds.), *Biological Foundations of Organizational Behavior* (pp. 311-342). Chicago: Univ. of Chicago Press.
7. O'Connor, K., & Adams, G. S. (2013). Affective antecedents of revenge. *Behavioral and Brain Sciences*, 36, 29-30.
8. Monin, B., & O'Connor, K. (2011). Reactions to defiant deviants: Deliverance or defensiveness? In J. Jetten & M. Hornsey (Eds.) *Rebels in Groups: Dissent, Deviance, Difference and Defiance* (pp. 261-280). Oxford: Blackwell-Wiley.

REFEREED CONFERENCE PROCEEDINGS

1. Making sense of moral ambiguity in organizations (Judgments of organizational size and corporate ethicality). *Academy of Management Proceedings*, 2020, with Freund, A., & Flynn, F. F.
2. The costs and benefits of making moral claims in organizations (Intergenerational hypocrisy: When an organization's past erodes its legitimacy to act). *Academy of Management Proceedings*, 2020, with Lucas, B. J., Effron, D. A., & Berry, Z.
3. The dark side of authenticity in organizational life. *Academy of Management Proceedings*, 2018, with Lockwood, C., Lehman, D., Carroll, G. R., Kovács, B., Negro, G., Schultz, M., & Suddaby, R. R.
4. Authenticity and institutional context: An empirical study into individual preferences in China. *Academy of Management Proceedings*, 2018, with Carroll, G. R., Feng, M., Yuanqiong, H., & Wang, L.
5. Authenticity in markets: Organizations, principals, and audiences. *Academy of Management Proceedings*, 2017, with Carroll, G. R., Zuckerman, E., Kovács, B., & Younkin, P.
6. Doing good or looking good? Distinguishing between private and public prosociality. *Academy of Management Proceedings*, 2017, with Ruttan, R., Zlatev, J., Mayer, D., & Cain, D.

WORKING PAPERS & UNDER REVIEW | * denotes equal authorship

1. Lucas, B. J., O'Connor, K., & Effron, D. A. Intergenerational hypocrisy: When an organization's past erodes legitimacy. Working Paper (Full manuscript, five studies and meta-analysis, collecting data for final study). Targeting *Organizational Behavior and Human Decision Processes*.
2. Freund, A., Flynn, F., & O'Connor, K. [Title masked for blind review]. Under review. *Journal of Experimental Social Psychology*.
3. *To, C., *O'Connor, K., *North, M. S. Sagacity spillover: Relative maturity fosters conscientious cognition and behavior. Working paper (Full manuscript). Targeting *Journal of Experimental Social Psychology*.
4. North, M. S., O'Connor, K., & To, C. Uniting generations through organizational climates of maturity. Working Paper (Full manuscript). Targeting *Academy of Management Review*.
5. Bateman, T. S., & O'Connor, K. Job stressors and coping with climate change: Situational factors and coping resources predicting burnout and thriving. Working Paper. Targeting *Academy of Management Journal*.

TEACHING AWARDS

McIntire School of Commerce Faculty Teaching Award, presented by the Order of Claw & Dagger, 2019

TEACHING EXPERIENCE

University of Virginia, McIntire School of Commerce

- Behavioral Topics in Marketing and Management (Core OB), B.S. in Commerce; 4.8/5¹
- Managerial Decision Making, B.S. in Commerce; 4.8/5
- Strategic Value Creation, B.S. in Commerce; 4.8/5
- Behavioral Decision Making and Negotiations, M.S. in Accounting and B.S. in Commerce; 4.7/5

University of Virginia, Darden School of Business (Executive Education)

- Negotiation, Darden Executive Education; 4.9/5
Navy in Industry course (U.S. Naval Officers)
- Organizational Behavior, Darden Executive Education and UVA Medical School; 5.0/5
Leadership Partners in Healthcare Management

University of Virginia, School of Nursing

- Clinical Nurse Leader, Masters in Nursing Program, Guest Lecturer

Stanford University

- Judgment and Decision Making, Stanford Law School, Guest Lecturer (J.D. & M.B.A.)
- Behavioral Decision Making, Department of Psychology, Undergraduate and Graduate; 4.8/5

¹ Instructor evaluation averages summarized here for all years that I taught each course.

CONFERENCE PRESENTATIONS & INVITED TALKS

- University of Oregon, Lundquist College of Business, 2020
- Judgments of organizational size and corporate ethicality. Author, Paper presented at the Academy of Management, Vancouver, BC (virtual), August 2020
- Intergenerational hypocrisy: When an organization's past erodes legitimacy. Author, Paper presented at the Academy of Management, Vancouver, BC (virtual), August 2020
- Charity as hypocrisy: When good deeds seem less praiseworthy. Presenter, Department of Psychology, University of Virginia. October 2019
- Intergenerational hypocrisy: When an organization's past erodes legitimacy. Author, Paper presented at the International Association for Conflict Management, Dublin, Ireland. June 2019
- Authenticity and institutional context: An empirical study into individual preferences in China. Author, Paper presented at the Academy of Management, Chicago, IL. August 2018
- The dark side of authenticity in organizational life. Organizer, Symposium at the Academy of Management, Chicago, IL. August 2018
- Charity as hypocrisy: When good deeds seem less praiseworthy. Presenter, Paper presented at the Society for Personality and Social Psychology, Atlanta, GA. March 2018
- Charity as hypocrisy: When good deeds seem less praiseworthy. Presenter, Paper presented at the Academy of Management, Atlanta, GA. August 2017
- Acting on authenticity: Audience responses to varying meanings. Author, Paper presented at the Academy of Management, Atlanta, GA. August 2017
- Acting on authenticity: Audience responses to varying meanings. Author, Paper presented at the third annual Authenticity Workshop, Yale School of Management. May 2017
- Group dynamics and teamwork in health care. Presenter, University of Virginia Masters in Nursing, Clinical Nurse Leader program. April 2017
- Negotiations. Presenter, The Honor Foundation (Navy Seals transitioning to civilian life). November 2016.
- Charity as hypocrisy: When good deeds seem less praiseworthy. Presenter, Paper presented at the International Society for Justice Research, Canterbury, UK. July 2016
- Intergenerational hypocrisy: When an organization's past erodes legitimacy. Author, Paper presented at the International Society for Justice Research, Canterbury, UK. July 2016
- Hypocrisy in organizations. Presenter, Department of Psychology, University of Virginia. March 2016
- Introduction to negotiation. Presenter, University of Virginia School of Medicine. 2016.
- Strategic Organization and Design Unit, University of Southern Denmark. June 2015
- Global management and leadership. Presenter, Chinese Visiting Delegation, Guizhou Province. University of Virginia School of Continuing & Professional Studies. March 2015

- Managing conflict. Invited presentation to post-doctoral researchers in medicine and engineering. Office of the Vice President for Research, University of Virginia. October 2014
- Creating and claiming value in negotiations. Presenter, Office of the Vice President for Research, University of Virginia. April 2014
- Big is bad: The link between organizational size and judgments of ethicality. Presenter, Department of Psychology, University of Virginia. October 2013
- Two wrongs make right: When rule violations can restore justice. Presenter, Paper presented at the Academy of Management, Boston, MA. August 2012
- Big is bad: The link between organizational size and judgments of ethicality. Presenter, Paper presented at the Academy of Management, Boston, MA. August 2012
- Organizational construction of authenticity: Tests of a theory. Presenter, Paper presented at the Academy of Management, Boston, MA. August 2012
- Group threat and global warming: Blame decreases remedial intentions. Presenter, Society for Personality and Social Psychology Annual Meeting, San Diego, CA. January 2012
- Big is bad: The link between organizational size and judgments of ethicality. Author, Society for Personality and Social Psychology Annual Meeting, San Antonio, TX. January 2011
- Organizational construction of authenticity: Tests of a theory. Author, Paper presented at the Fourteenth Annual Meeting of Organizational Ecologists, Lugano, Switzerland. July 2011
- Vicarious moral credentials: Can a close other's good deeds license one's transgressions? Presenter, Paper presented at the International Society for Justice Research, Banff, Canada. July 2010
- Interpersonal closeness reduces perceptions of loss in a negotiated agreement between Palestinian and Israeli supporters. Presenter, American Psychological Association Annual Convention, San Francisco, CA. August 2007

SERVICE

Ad-hoc Reviewer

- *Science*
- *Organization Science*
- *Organizational Behavior and Human Decision Processes*
- *Journal of Personality and Social Psychology*
- *Journal of Experimental Psychology: Applied*
- *Journal of Experimental Social Psychology*

Conference Service

- Co-Organizer, Annual Authenticity Workshop, Emory University, 2019
- Co-Organizer, Annual Authenticity Workshop, Yale University, 2017
- Co-Organizer, Annual Authenticity Workshop, University of Virginia, 2016
- Ad-hoc reviewer, Academy of Management Annual Meeting

Internal Service, McIntire School of Commerce, University of Virginia

- McIntire Faculty Director, Colloquium for Organizational Research Excellence (CORE), 2015-2019
- Management Area Faculty Search Committee, 2016-17 (Christi Lockwood and Jeffrey Lovelace)

- McIntire Diversity, Equity, & Inclusion Community Dialogues, 2017-18
- Echols Scholars Faculty Research Conversations, 2019
- UVa and McIntire Commencement Ceremonies Marshal, 2014, 2015, 2016, 2017, 2018, 2019

Doctoral Dissertation Committees

- Kyle Dobson, Kellogg School of Management, Northwestern University, 2020
Dissertation: "Inauthenticity and Self-Dehumanization"
- Emily Benton, School of Nursing, University of Virginia, 2020
Dissertation: "Advance Directive Decision Aid for Patients Living with Heart Failure"
- Genevieve Beiard, School of Nursing, University of Virginia, 2019
Dissertation: "Interdisciplinary Rounding and Team Collaboration"
- Heather Lothamer, School of Nursing, University of Virginia, 2019
Dissertation: "Patient Treatment Decision Making in Ovarian Cancer Recurrence"
- Jane Tucker, Department of Psychology, University of Virginia, 2018
Dissertation: "Feeling Bad When Others Do Good: Consequences of Moral Self-Threat"
- Erin Westgate, Department of Psychology, University of Virginia, 2018
Dissertation: "Why Boredom in Interesting"
- David Reinhardt, Department of Psychology, University of Virginia, 2017
Dissertation: "The Influence of Temporal Group Identities on Goal Pursuit"

Professional Affiliations

- Academy of Management (Organizational Behavior; Conflict Management)
- Society for Personality and Social Psychology
- Convergent Behavioral Science Initiative (CBSI), University of Virginia
- Behavioral Research at Darden (BRAD), University of Virginia