

## Michael W. White

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### ACADEMIC APPOINTMENTS

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#### Manning School of Business, University of Massachusetts Lowell

Assistant Professor of Management, 2026 – present

### EDUCATION

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#### Columbia Business School, Columbia University (2026)

Ph.D., Management – Organizational Behavior

#### Elmhurst University (2018), Summa cum laude

B.S. with Honors in Psychology and Philosophy

### RESEARCH INTERESTS

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Emotion; Inclusion; Ethics; Leadership; Prosocial Behavior

### SELECTED PUBLICATIONS

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\*denotes equal first authorship

1. **White, M.W.\*** & Carter, J.T\*. (2026). When you say it: How the timing of LGBTQ+ allyship displays shapes evaluations of organizations. *Organizational Behavior and Human Decision Processes*, 192, 104464.  
–Recipient of the Best Student Paper Award, Academy of Management DEI Division
2. **White, M.W.** & Ponce de Leon, R. (2026). Less “awe”-some art: How AI diminishes the empathic power of the arts. *Journal of Experimental Social Psychology*, 122, 104840.
3. Matz, S.C., Beck, E.E., Atherton, O.E., **White, M.W.**, Kim, M., Rauthmann, J.F., Mroczek, D., & Bogg, T. (2024). Personality science in the digital age: The promises and challenges of psychological targeting for personalized behavior change interventions at scale. *Perspectives on Psychological Science*, 19(6), 1031-1056.
4. Bailey, E.R., **White, M.W.**, Iyengar, S.S., & Akinola, M. (2024). Americans Misperceive the Frequency and Format of Political Debate. *Scientific Reports*, 14(1), 5565.
5. **White, M.W.**, Levine, E.E., & Kristal, A. (2024). Are rules meant to be broken? When and why consistent rule-following undermines versus enhances trust. *Journal of Experimental Social Psychology*, 111, 104552.
6. Jensen, S.L.\*, Levine, E.E.\*, **White, M.W.\***, & Huppert, E. (2024). Lying is sometimes ethical, but honesty is the best policy: The desire to avoid harmful lies leads to moral preferences for unconditional honesty. *Journal of Experimental Psychology: General*, 153(1), 122-144.

7. Horton, C.B., **White, M.W.**, & Iyengar, S. (2023). Bias against AI art can enhance perceptions of human creativity. *Scientific Reports*, 13(1), 19001.
8. Davidai, S., **White, M.W.**, & Gregorich, G. (2022). The fear of conflict leads people to systematically avoid potentially valuable zero-sum situations. *Scientific Reports*, 12(1), 17944.
9. **White, M.W.**, Khan, N., Deren, J., Sim, J.J., & Majka, E.A. (2022). Give a dog a bone: Spending on pets promotes happiness. *The Journal of Positive Psychology*, 17(4), 589-595.
10. Majka, E.A., **White, M.W.**, Bowling, L., Garcia, R., Skinner, T., Bennett, K.F., Bernstein, M.J., & Sim, J.J. (2020). The affiliative consequences of same-race and cross-race mimicry. *The Journal of Social Psychology*, 160(5), 603-612.

## HEALTH RELEVANT PUBLICATIONS

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\*denotes equal authorship

11. Martinez, M.J., **White, M.W.**, Bailey, E.R., Smeallie, E., Hoffman, L., Chapas, A., Lee, N. Iyengar, S., & Rieder, E.A. (2025). Minimally invasive cosmetic procedures increase feelings of authenticity. *Dermatologic Surgery*, 51(1), 67-71.
12. Martinez, M.J., Dixit, D., **White, M.W.**, & Rieder, E.A (2023). Motivations for seeking cosmetic enhancing procedures of the face: A systematic review. *Dermatologic Surgery*, 49(3), 278-282.
13. Siddiqui, S., **White, M.W.**, Schroeder, A.L., DeLuca, N., Leszczynski, A., & Raimondi, S.L. (2018). Aberrant DNMT3B7 expression correlates to tissue type, stage, and survival across cancers. *PLOS ONE* 13(8), e0201522.

## MANUSCRIPTS IN REVISION & UNDER REVIEW

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\*denotes equal authorship

- Zhang, T., **White, M.W.**, Hayirli, T., & Akinola, M. [Aggregated feedback and race]. Invited for first round revise and resubmit, *Administrative Science Quarterly*.  
–Recipient of the Dorothy Harlow/McGraw Hill Best Conference Paper Award
- Bergemann, P., **White, M.W.**, Heinemann, Z., Iyengar, S.S., Akinola, M., & Galinsky, A.D. [Tie formation amongst team members]. Invited for first round revise and resubmit, *Academy of Management Discoveries*.
- **White, M.W.**, King, S.M., & Levine, E.E. [Necessary evils and reputation]. Under review.
- **White, M.W.**, Abraham, M., & Matz, C. [Inclusive behavior]. Under review.  
–2026 Best Paper Proceedings Academy of Management
- **White, M.W.**, Abraham, M., & Matz, C. [Organizational claims and job seekers]. Under review.
- Portocarrero, F., Burbano, V. & **White, M.W.** [Communication frames and engagement]. Under review.
- Zambrotta, N.D.<sup>+</sup>, Ponce de Leon, R., **White, M.W.**, Boland, K., & Akinola, M. [authenticity on teams]. Under review.  
–2025 Best Paper Proceedings Academy of Management

**WORKING PAPERS**

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\*denotes equal authorship, +denotes mentee/masters student collaborator

- **White, M.W.\***, Kim, Y.\*, & Akinola, M. Awe in everyday life.
- **White, M.W.**, Ponce de Leon, R., & Akinola, M. Awe and inclusivity in organizations.
- **White, M.W.**, Zambrotta, N.D.<sup>+</sup>, & Akinola, M. Awe and self-expression.

**COMMENTARIES, EDITORIALS, & PRACTITIONER-ORIENTED ARTICLES**

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- Carter, J.T., & White, M.W. (2026). When Corporate LGBTQ+ Allyship Only Happens in June. *Harvard Business Review*. Digital Article, April 21, 2026.

**AWARDS, FELLOWSHIPS, & HONORS**

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Clyfford Still Museum Institute Residential Fellowship	2026
NTR-IACM Early Career Scholar Program, Negotiation and Team Resources	2025
Internship & Professional Development Award, Point Foundation	2025
Graduate Student Fellowship, Staff Experience Research Initiative, Columbia University	2023 – 2024
Graduate Student Conference Award, International Society for the Science of Existential Psychology	2023
Outstanding Teaching Assistant Award, Dean’s Office, Columbia University	2023
John M. Chapman Fellowship and Research Award, Columbia University	2022
Office of the Provost’s Diversity Recruitment Fellowship, Columbia University	2020
Bluejay (Student) of the Year, Elmhurst University	2018
Psychology Department Senior of the Year, Elmhurst University	2018
Elmhurst University Dean’s List	2014 – 2018
Elmhurst University Presidential & Enrichment Scholar Program	2014 – 2018
Elmhurst University Honors Program Summer Fellows	2017
National Science Foundation REU NYU Conference Travel Award	2017
Faculty-Staff Merit Scholar, Elmhurst University	2017
Psi Chi, The International Honor Society in Psychology, Initiate	2016

**COMPETITIVE GRANTS & FUNDING**

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**White, M.W. & Akinola, M. (2025).** *Leader Emotion and Authentic Self-Expression: How Feeling Awe Cultivates Expression of the True Self*. The Bernstein Center for Leadership and Ethics (\$5,000).

**White, M.W. (2024).** *Less “Awe”-some Art: How AI Undermines the Empathic and Prosocial Power of the Arts*. International Society for the Science of Existential Psychology, ISSEP-2025-04 (\$2,413.32).

**White, M.W. & Brown, N.D. (2024).** *Exploring the effects of emotions on leaders’ zero-sum beliefs*. The W. Edwards Deming Center (\$10,000).

**White, M.W. & Akinola, M. (2024).** *Awe in everyday life*. The Bernstein Center for Leadership and Ethics (\$5,000).

**White, M.W. & Carter, J.T. (2024).** *Attributions of LGBTQ+ allyship*. The Bernstein Center for Leadership and Ethics (\$2,500).

Carter, J.T. & **White, M.W.** (2023). *Allyship judgments of LGBTQ+ directed advertisements*. Industrial Labor Relations WIDE Fast Grant for Research in Organizational DEI (\$4,383.33).

Carter, A.B., & **White, M.W.** (2023). *Collaborative art and play as practice: Learning inclusive leadership skills with AI-generated art*. Columbia University Provost's Science of Learning Research Grant (\$5,000).

**White, M.W.**, Abraham, M., & Matz, S. (2022). *Organizations recruit more inclusive employees via costly diversity-focused claims*. The Bernstein Center for Leadership and Ethics (\$5,000).

**White, M.W.**, Akinola, M., Iyengar, S., & Kaczmarek, S. (2021). *Bridging moral divides starts in the body: Exploring the underlying psychophysiology of moral conversations*. Tamer Center for Social Enterprise (\$160,000).

**White, M.W.**, & Levine, E.E. (2018). *Exploring predictions on the interpersonal consequences of punishment*. Psi Chi Undergraduate Research Grants (\$1,440).

Majka, E.A., Sim, J.J., **White, M.W.**, Khan, N., & Deren, J. (2018). *Spending on pets to boost well-being?* Center for Scholarship and Teaching, Elmhurst University (\$750).

**White, M.W.** & Majka, E.A. (2018). *The road to happiness: Self-enhancement via prosocial spending*. Swords Grant, Elmhurst University (\$1,000).

**White, M.W.**, & Majka, E.A. (2017). *Exploring social motivation as an antecedent to prosocial spending*. Psi Chi Undergraduate Research Grants (\$1,300).

Majka, E.A., & **White, M.W.** (2017). *The attitude similarity attraction effect is moderated by attitude strength*. Center for Scholarship and Teaching Showcase Grant Program, Elmhurst University (\$500).

## CONFERENCE PRESENTATIONS

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\*denotes I presented

Decision-makers overestimate the reputational costs of necessary evil

- *Academy of Management Annual Conference*, Philadelphia, PA (2026)\*
- *Society for Personality & Social Psychology Annual Conference*, San Diego, CA (2024)\*
- *Academy of Management Annual Conference*, Boston, MA (2023)\*
- *International Association of Conflict Management Annual Conference*, Thessaloniki, Greece (2023)\*
- *Society of Judgment and Decision-Making Annual Conference*, San Diego, CA (2022)\*

When peers behave less inclusively: Rethinking the foundations of psychological safety

- *Academy of Management Annual Conference*, Philadelphia, PA (2026)\*
- *International Association of Conflict Management Annual Conference*, Burlington, VT (2025)\*
- *(Re)Production of Inequality in Evaluations Conference*, New York, NY (2025)\*
- *Equitable Opportunity Conference*, Boston, MA (2025)
- *Transatlantic Doctoral Conference*, London, UK (2025)\*

- *Culture Connect Conference*, University of California, Berkeley, CA (2025)\*
- *Academy of Management Annual Conference*, Chicago, IL (2024)\*

Less “Awe”-some art: How AI undermines the empathic and prosocial power of the arts

- *Society for Personality & Social Psychology Annual Conference*, Chicago, IL (2026)\*
- *East Coast Doctoral Conference Annual Conference*, New York City, NY (2025)\*

“Awe”-thenticity: Awe promotes authentic self-expression

- *East Coast Doctoral Conference Annual Conference*, New York City, NY (2026)\*
- *Society for Personality & Social Psychology Annual Conference*, Atlanta, GA (2023)\*

Awe in everyday life: People underestimate how much savoring unlocks awe in the mundane

- *Positive Organizational Scholarship, Biennial Conference*, Ann Arbor, MI (2025)
- *Society for Personality & Social Psychology Annual Conference*, San Diego, CA (2024)\*

Value similarity, more so than racial similarity, closes the racial authenticity gap in teams

- *International Association of Conflict Management Annual Conference*, Vienna, AT (2026)\*
- *Academy of Management Annual Conference*, Copenhagen, DNK (2025)

When you say it: How the timing of LGBTQ+ allyship displays shapes evaluations of organizations

- *Society for Personality & Social Psychology Annual Conference*, Chicago, IL (2026)
- *Academy of Management Annual Conference*, Copenhagen, DK (2025)\*
- *International Association of Conflict Management Annual Conference*, Burlington, VT (2025)\*
- *Society for Personality & Social Psychology Annual Conference*, Denver, CO (2025)
- *Society for Personality & Social Psychology Annual Conference*, San Diego, CA (2024)\*
- *Ethical Issues of our Time*, Park City, UT (2024)

Mixed messages: People of color receive more conflicting aggregated feedback

- *European Group for Organizational Studies*, Milan, IT (2024)
- *Academy of Management Annual Conference*, Boston, MA (2023)
- *International Association of Conflict Management Annual Conference*, Thessaloniki, Greece (2023)\*
- *Society for Personality & Social Psychology Annual Conference*, Atlanta, GA (2023)

Americans overestimate the frequency and format of political debate

- *Society for Personality & Social Psychology Annual Conference*, Atlanta, GA (2023)

Decision-makers overestimate the reputational costs of necessary evil

- *Society for Personality & Social Psychology Annual Conference*, San Diego, CA (2024)\*
- *Academy of Management Annual Conference*, Boston, MA (2023)\*
- *International Association of Conflict Management Annual Conference*, Thessaloniki, Greece (2023)\*
- *Society of Judgment and Decision-Making Annual Conference*, San Diego, CA (2022)\*

Zero-sum aversion: The fear of conflict leads people to systematically avoid potentially valuable zero-sum situations

- *International Association of Conflict Management Annual Conference*, Thessaloniki, Greece (2023)
- *Society of Judgment and Decision-Making Annual Conference*, Virtual (2021)

Minimally invasive cosmetic procedures increase feelings of authenticity

- *Society for Personality & Social Psychology* Annual Conference, San Francisco, CA (2022)\*
- *East Coast Doctoral Conference* Annual Conference, New York City, NY (2022)\*

Lying is sometimes ethical, but honesty is the best policy: The desire to avoid harmful lies leads to moral preferences for unconditional honesty

- *Academy of Management* Annual Conference, Virtual (2022)
- *International Association of Conflict Management* Annual Conference, Virtual (2021)
- *Society of Judgment and Decision-Making* Annual Conference, Virtual (2020)

Are rules meant to be broken? When and why consistent rule-following undermines versus enhances trust

- *Academy of Management* Annual Conference, Chicago, IL (2018)
- *International Association of Conflict Management* Annual Conference, Philadelphia, PA (2018)

## INVITED TALKS

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Arizona State University, Department of Management and Entrepreneurship (2026)

University of Massachusetts Lowell, Department of Management (2026)

Elmhurst University, Department of Psychology (2023)

Elmhurst University, Department of Psychology (2021)

## FACILITATED WORKSHOPS

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Influence Without Formal Authority, Columbia University (2024, 2025)

Harnessing Your Personal Influence as a Student Leader, Columbia University (2023, 2024, 2025)

## TEACHING EXPERIENCE

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### LEAD: People, Organizations, and Teams

- Teaching Fellow, Columbia Business School (Fall 2025, Spring 2026)
- Head Teaching Assistant, Columbia Business School (AY 2022, 2023, 2024)
  - Received Outstanding Teaching Assistant Award, Dean's Office, Columbia University (2022)
- Teaching Assistant, Columbia Business School (AY 2021)

### Power and Influence

- Guest Lecturer, Columbia Business School (Spring 2025)
- Head Teaching Assistant, Columbia Business School (Spring 2023, Spring 2025)
  - Finalist for Outstanding Teaching Assistant Award, Dean's Office, Columbia University (2023)

### Managerial Negotiations

- Teaching Assistant, Columbia Business School (Fall 2020, AY 2021, AY 2022)

## UNIVERSITY SERVICE

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Columbia University

Bernstein Center for Leadership and Ethics Fellow

2022 – present

Office of Diversity, Equity, and Inclusion Fellow

2022 – 2024

Cofounder & Program Coordinator, Columbia Undergraduate Business Scholars

2022 – 2024

East Coast Doctoral Conference Coordinator	2023
Ph.D. Student Representative	2022 – 2023
Interim Leadership Lab Director	2022

**PROFESSIONAL AFFILIATIONS**

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International Association of Conflict Management	2022 – present
Society for Judgment and Decision Making	2022 – present
Academy of Management	2020 – present
Society of Personality and Social Psychology	2020 – present

**ADDITIONAL RESEARCH EXPERIENCE**

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<b>Chicago Booth School of Business, University of Chicago, Chicago, IL</b> <i>Lab Manager, HOPE Lab, PI: Dr. Emma E. Levine</i>	2018 – 2020
<b>University of Chicago Law School, Chicago, IL</b> <i>Lab Manager, Psychology and Law Studies Lab, PI: Dr. Roseanna Sommers</i>	2018 – 2019
<b>Department of Psychology, Elmhurst University, Elmhurst, IL</b> <i>Research Assistant &amp; Honors Fellow, Social Psychology Lab, PI: Dr. Elizabeth A. Majka</i>	2015 – 2018
<b>Department of Psychology, New York University, New York, NY</b> <i>NSF Summer Fellow, SPAM Lab, PI: Dr. Emily Balcetis</i>	2017
<b>Department of Biology, Elmhurst University, Elmhurst, IL</b> <i>Cell Biology Research Assistant, PI: Dr. Stacey Raimondi</i>	2016 – 2017
<b>Department of Philosophy, Elmhurst University, Elmhurst, IL</b> <i>Philosophy Lab Research Assistant, PI: Dr. Katrina Sifferd</i>	2016 – 2017