

Michael W. White

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EDUCATION

Columbia Business School, Columbia University (Expected 2025)

Ph.D., Management (Organizational Behavior)

Elmhurst University (2018)

B.S. with Honors in Psychology and Philosophy

RESEARCH INTERESTS

Awe; Ethics; Prosocial Behavior; Diversity, Equity, and Inclusion; Social Judgment

PUBLICATIONS (*denotes equal authorship)

1. Matz, S.C., Beck, E.E., Atherton, O.E., **White, M.W.**, Kim, M., Rauthmann, J.F., Mroczek, D., & Bogg, T. (*forthcoming*). Personality science in the digital age: The promises and challenges of psychological targeting for personalized behavior change interventions at scale. *Perspectives on Psychological Science*.
2. Jensen, S.L.*, Levine, E.E.*, **White, M.W.***, & Huppert, E. (*forthcoming*). 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*.
3. 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*, *10*, 1097.
4. 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*, 17944.
5. **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.
6. 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.
7. 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 UNDER REVIEW (*denotes equal authorship)

8. **White, M.W.**, Levine, E.E., & Kristal, A. [Discretion, consistency, and trust]. Revise and resubmit, *Journal of Experimental Social Psychology*.
9. Horton, C.B., **White, M.W.**, & Iyengar, S. [AI & art]. *Under review*.
10. **White, M.W.**, King, S.M., & Levine, E.E. [Necessary evils]. *Under review*.
11. Bailey, E.R., **White, M.W.**, Iyengar, S. & Akinola, M. [Debate]. *Under review*.
12. **White, M.W.**, Abraham, M., & Matz, C. [Organizations and inclusivity]. *Under review*.

WORKING PAPERS

13. **White, M.W.**, & Akinola, M. Awe, authentic self-expression, and work engagement.
14. **White, M.W.**, & Akinola, M. Awe and inclusive behavior in organizations.
15. Martinez, M.J., **White, M.W.**, Bailey, E.R., & Iyengar, S. Elective cosmetic enhancements, felt authenticity, and subjective well-being. *Data collection*.

SELECTED RESEARCH IN PROGRESS

16. Zhang, T., **White, M.W.**, Hayirli, T., & Akinola, M. Mixed messages: People of color receive more conflicting aggregated feedback. *Data collection*.
17. **White, M.W.**, Kim, Y., & Akinola, M. Mundane awe. *Data collection*.
18. **White, M.W.**, Shi, Y., & Ponce de Leon, R. Awe and network diversity. *Data collection*.

AWARDS, FELLOWSHIPS, & HONORS

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

White, M.W., Abraham, M., & Matz, S. (2022). *Organizations Recruit More Inclusive Employees via Costly Diversity-Focused Claims*. The Sanford C. Bernstein & Co. Center for Leadership and Ethics (\$5,000 USD).

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 USD).

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

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 USD).

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

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

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 USD).

CONFERENCE PRESENTATIONS

Mixed messages: People of color receive more conflicting aggregated feedback

- *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)

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

- *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

- *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)

- *Academy of Management Annual Conference, Virtual (2020)*

Felt authenticity and elective cosmetic enhancements

- *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 (2022)*
- *Academy of Management Annual Conference, Virtual (2020)*
- *International Association of Conflict Management Annual Conference, Virtual (2020)*
- *Society of Judgment and Decision-Making Annual Conference, Virtual (2020)*
- *Society of Judgment and Decision-Making Annual Conference, Montreal, QC (2019)*

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)*

Give a dog a bone: Spending on pets promotes happiness

- *Society for Personality & Social Psychology Annual Conference, Portland, OR (2019)*
- *Midwestern Psychological Association Annual Conference, Chicago, IL (2019)*

Rules are (often) meant to be broken: The effects of consistency and discretion on interpersonal trust.

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

INVITED TALKS

Elmhurst University, Department of Psychology (2021)

TEACHING EXPERIENCE

Teaching Assistantships, Columbia University

- Family Business Management (MBA, EMBA; Summer 2022)
- Innovation Salon (MBA; Fall 2020, Spring 2021, Fall 2021, Spring 2022)
- LEAD: People, Teams, and Organizations (MBA; Fall 2020, Spring 2021, Fall 2021, Spring 2022, Fall 2022, Spring 2023; Fall 2023)
 - Head Teaching Assistant (2022-present)
 - Received Outstanding Teaching Assistant Award, Dean's Office, Columbia University (2022)
- Managerial Negotiations (MBA; Fall 2020, Spring 2021, Summer 2021, Fall 2021, Spring 2022, Fall 2022)
- Power and Influence (MBA; Spring 2023)

- Outstanding Teaching Assistant Award Finalist, Dean's Office, Columbia University (2023)
- Strategy Formulation (MBA; Fall 2022)
- Think Bigger (MBA, Undergraduate, MA, & MD; Spring 2021, Spring 2022)

Teaching Assistantships, University of Chicago

- The Social Psychology of Behavior in Organizations (Undergraduate & MA; Spring 2019)

UNIVERSITY SERVICE

Columbia University

Sanford C. Bernstein & Co. Center for Leadership and Ethics Fellow	2022 – present
Office of Diversity, Equity, and Inclusion Fellow	2022 – present
East Coast Doctoral Conference Coordinator	2023
Ph.D. Student Representative	2022 – 2023
Interim Leadership Lab Director	2022
Co-founder & Program Coordinator, Columbia Undergraduate Business Scholars	2020 – 2023

OTHER RELEVANT EXPERIENCE

Center for Decision Research, Chicago Booth School of Business, Chicago, IL 2018 – 2020
 Lab Manager; Honesty, Opportunity, Prosociality, & Ethics Lab, PI: Dr. Emma E. Levine

Department of Psychology, Elmhurst University, Elmhurst, IL 2015 – 2018
 Research Assistant; Social Psychology Lab, PI: Dr. Elizabeth A. Majka
 Honors Summer Fellow; PI: Dr. Elizabeth A. Majka

Department of Psychology, New York University, New York, NY 2017
 NSF Summer Fellow; Social Perception, Action, and Motivation Lab, PI: Dr. Emily Balcetis

Department of Biology, Elmhurst University, Elmhurst, IL 2016 – 2017
 Cell Biology Research Assistant, PI: Dr. Stacey Raimondi

Department of Philosophy, Elmhurst University, Elmhurst, IL 2016 – 2017
 Philosophy Lab Research Assistant, PI: Dr. Katrina Sifferd