

PROMOTION RECOMMENDATION
The University of Michigan
Stephen M. Ross School of Business

Julia J. Lee Cunningham, assistant professor of management and organizations, Stephen M. Ross School of Business, is recommended for promotion to associate professor of management and organizations, with tenure, Stephen M. Ross School of Business.

Academic Degrees

Ph.D.	2015	Harvard University, Public Policy, Cambridge, MA
M.P.P.	2010	Harvard University, Public Policy: Business and Government, Cambridge, MA
M.A.	2008	Harvard University, Regional Studies: Political Economy in East Asia, Cambridge, MA
B.A.	2006	Korea University, Political Science and International Relations, Seoul, Korea

Professional Record:

2019 – 2020	NBD Bancorp Assistant Professor of Business Administration, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2018 – Present	Fellow, National Geographic Society, Washington, DC
2017 – Present	Assistant Professor of Management and Organizations, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2015 – 2019	Non-resident Fellow, Harvard University, Cambridge, MA
2015 – 2017	Post-doctoral Fellow, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2014 – 2015	Lab Fellow in Institutional Corruption, Harvard University, Cambridge, MA
2013 – 2014	Research Fellow, Harvard University, Cambridge, MA

Summary of Evaluation:

Teaching: In her time at Ross, Professor Lee Cunningham has taught three different courses: the core Management and Organizations course in the BBA program (MO 300); “Developing Global Competency” (MO 319), a course that is required of undergraduate students who will be studying abroad; and an elective on “Bargaining and Influence Skills,” (WMBA 612), offered in the weekend MBA program. She has strived to create an inclusive learning environment with a strong emphasis on cultural diversity. Her course evaluations suggest that students value these efforts. In MO 319, she received a score of 4.7/5 for the question on the overall quality of the instructor. Across six sections of MO 300, her mean score on this question was 4.6/5. In 2020, she was cited by Poets & Quants as one of the “World’s Top 50 Undergraduate Business Professors.”

Research: There are two main streams to Professor Lee Cunningham’s research. The first and more prominent stream has to do with behavioral ethics. This work examines questions like how does emotion regulation affect moral decision-making, as well as investigating the effect of external factors, such as air pollution, on ethical decisions. The second main stream of work,

which includes some of her most recent papers, has to do with role-based identity in a number of work domains. For example, a study that is forthcoming in the *Academy of Management Journal* considers how self-worth affirmation in one domain spills over into other domains. She has 13 “A” publications in total, 11 of which are since she received her Ph.D., seven articles in top management and organizations journals, five in top-tier journals in psychology and one paper published in PNAS. In addition, she has published six other peer-reviewed articles, two book chapters and two practitioner-oriented articles in the *Harvard Business Review*.

Recent and Significant Publications:

- Jachimowicz, J., Lee Cunningham, J., Staats, B., Menges, J., & Gino, F. (Forthcoming). Between home and work: Commuting as an opportunity for role transitions. *Organization Science*.
- Lee Cunningham, J., Gino, F., Cable, D., & Staats, B. (Forthcoming). Seeing oneself as a valued contributor: Social worth affirmation improves information sharing in teams. *Academy of Management Journal*.
- Lee, J. J., Hardin, A., Parmar, B., & Gino, F. (2019). The interpersonal costs of dishonesty: How unethical behavior reduces individuals’ ability to detect and empathize with others’ emotions. *Journal of Experimental Psychology: General*, 148(9): 1557-1574.
- Lee, J. J., Ong, M., Parmar, B., & Amit, E. (2019). Lay theories of effortful honesty: Does the honesty-effort association justify making a dishonest decision? *Journal of Applied Psychology*, 104(5): 659-677.
- Lee, J. J. & Gino, F. (2015). Poker-faced morality: Concealing emotions leads to utilitarian decision-making. *Organizational Behavior and Human Decision Processes*, 126:49-64.

Service: Professor Lee Cunningham is a member of one editorial board of a top journal, and reviews for five others. She is showing significant intellectual leadership with her guest editorship for a special issue on narratives in *Organizational Behavior and Human Decision Processes* and for a special issue at *Behavioral Science and Policy*. Both special issues are aligned with her research, and the latter, especially, with her fellowship at National Geographic. Her service to the field is matched by her service to the management and organizations area and the school. She has served as the brown bag coordinator in the management and organizations area for two years and is heading up the doctoral recruiting committee. She serves as a core faculty member at the Center for Positive Organizations and as an affiliate faculty member for both the Sanger Leadership Center and Erb Institute for Global Sustainable Enterprise. On her own accord, she initiated and is running bi-weekly meetings for the Michigan Ross junior faculty to create opportunities for sharing their dilemmas and receiving feedback from their peers.

External Reviewers:

Reviewer A: “Julia’s publication record is sparkling. Not only does she have an impressive number of publications for someone who earned her degree less than six years ago, but also she has a remarkably high percentage of papers in top-tier journals in management and psychology.”

Reviewer B: “I believe Dr. Lee Cunningham is a highly productive scholar who studies interesting and important questions and has demonstrated thought leadership.”

Reviewer C: “Professor Lee Cunningham has accumulated an excellent research record in terms of both quantity and quality. Her record is very strong for someone pre-tenure.”

Reviewer D: “In addition to admiring Julia's research, I have been incredibly impressed by her ability to communicate with large audiences about sometimes subtle constructs. She is a clear and capable presenter. Julia is an excellent organizational behavior researcher and teacher. Her work has made key contributions to our understanding of emotions, ethics, and identity.”

Reviewer E: “Her research meets or exceeds the highest standards in our profession.”

Reviewer F: “Many of the findings across several of her articles are quite surprising. Many of her investigations explore links that are quite creative. Julia has published articles in an impressive set of journals in 2019 and 2020.”

Reviewer G: “Professor Lee Cunningham has a solid reputation as a well-respected scholar of meaning making in ethical decision-making and identities. I believe her case should be a slam dunk in terms of warranting advancement to associate professor with tenure.”

Summary of Recommendation: With the support of the Executive Committee, I am pleased to recommend the promotion Julia J. Lee Cunningham to associate professor of management and organizations, with tenure, Stephen M. Ross School of Business.

A handwritten signature in black ink that reads "D. Scott DeRue". The signature is written in a cursive, flowing style.

D. Scott DeRue
Edward J. Frey Dean of Business
Stephen M. Ross School of Business

May 2021