

HOORIA JAZAIERI

KELLOGG SCHOOL OF MANAGEMENT | NORTHWESTERN UNIVERSITY
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CURRENT POSITION

2018 - *present* **KELLOGG SCHOOL OF MANAGEMENT | NORTHWESTERN UNIVERSITY**
POSTDOCTORAL RESEARCH FELLOW
Departments: Management & Organizations; Marketing

EDUCATION

PH.D. **UNIVERSITY OF CALIFORNIA, BERKELEY**
2018 SOCIAL PSYCHOLOGY
Dissertation: Reputation: Content, Structure, and Trajectories
Committee: Dacher Keltner (chair), Laura Kray, Cameron Anderson, Oliver John, & Philippe Goldin

M.A. **SANTA CLARA UNIVERSITY**
2010 PSYCHOLOGY

B.S. **UNIVERSITY OF WASHINGTON**
2007 PSYCHOLOGY
Minors: Political Science; Law, Societies, & Justice

SELECT GRANTS AND FELLOWSHIPS

2019 Dispute Resolution Research Center (DRRC) Research Grant, Kellogg School of Management
2018 Linzer Grant for Faculty Innovation, Northwestern University
2015 National Science Foundation (NSF) Graduate Research Fellowship
2014 Hornaday Graduate Research Fellowship, Greater Good Science Center (GGSC)
2013 Eugene V. Cota-Robles Graduate Fellowship, University of California, Berkeley
2008 Research Excellence Grant, Santa Clara University
2007 Hackworth Research Grant, Markkula Center for Applied Ethics at Santa Clara University

RESEARCH INTERESTS

- Personal Reputation
- Emotion and Emotion Regulation

JOB MARKET PAPER

- **Jazaieri, H.** & O'Neill, O. A. (editing for submission). Thanks in advance: Gratitude as an emotion regulation strategy in organizations. Target: *Academy of Management Journal*.
 - Presented at the 2019 *Organization Science* Winter Conference
 - Presented at the 2019 *Academy of Management* Conference

MANUSCRIPTS UNDER REVIEW OR UNDER REVISION

- Livne-Tarandach, R., & **Jazaieri, H.** (R&R). Swift sense of community: Exploring how materiality can be resourced for the emergence of a sense of community in temporary organizations. *Academy of Management Journal*.

WORKING PAPERS (AS LEAD AUTHOR)

- **Jazaieri, H.** & Goldin, P. R. (in prep, revising). Examining brief trainings to enhance employee functioning and wellness in organizations.
-Presented at the 2018 *Academy of Management* conference (symposium awarded Best Symposium in Management Education and Development)
- **Jazaieri, H.** & Gross, J. J. (in prep, revising). Supervisors' emotion regulation profiles and subordinates' job engagement: A theoretical model.
- **Jazaieri, H.**, Karasawa, M., & Keltner, D. (in prep, writing). Examining the content of personal reputation: A cross-cultural investigation. (Dissertation Chapter)
- **Jazaieri, H.**, & Keltner, D. (in prep, revising). Losing, gaining, and reclaiming: How power influences the trajectories of reputation, social status, and trust at work. (Dissertation Chapter)
- **Jazaieri, H.**, & Keltner, D. (in prep, writing). The joy of pitching – Examining how the emotion of joy predicts pitching statistics in baseball.
-Presented at the 2018 *Society for Affective Science* conference
- **Jazaieri, H.** & Kray, L. (in prep, revising). To be a shark or a saint? How gender and evaluations of unethical behavior influence the construction of negotiator reputations.
-Presented at the 2018 *Academy of Management Review Paper Development Workshop*
- **Jazaieri, H.**, Simon-Thomas, E., Keltner, D., Mendoza-Denton, R., & Goldin, P. R. (in prep, writing). Predicting compassionate behavior: Application, development, and psychometric properties of the Multidimensional Compassion Scale.
-Presented at the 2016 *Mind & Life* conference

SELECT WORK IN PROGRESS (AS LEAD AUTHOR)

- **Jazaieri, H.** Compassion for difficult colleagues. *Data Collection*.
- **Jazaieri, H.** & Kray, L. Examining the role of gender on reputation: A cross-cultural examination of negotiations in the wine industry. *Work in progress*.
- **Jazaieri, H.**, Nordgren, L. F. & Rucker, D. D. Examining the effect of satire on personal reputation. *Data Collection*.
- **Jazaieri, H.**, Nordgren, L. F. & Rucker, D. D. Verbal aggression at work and implications for personal reputation. *Data Collection*.
- **Jazaieri, H.**, Nordgren, L. F. & Rucker, D. D. Eccentric colleagues: How reputational information spreads through networks. *Data Collection*
- **Jazaieri, H.** & O'Neill, O. A. Unintended consequences of employee appreciation programs. *Data Collection*.

SELECT PEER REVIEWED PUBLICATIONS

1. **Jazaieri, H.**, Allison, M. L., Campos, B., Young, R. C., & Keltner, D. (2019). Content, structure, and dynamics of personal reputation: The role of trust and status potential within social networks. *Group Processes & Intergroup Relations*, 22, 964-983. doi: 10.1177/1368430218806056
2. **Jazaieri, H.** (2018). Compassionate Education from Preschool to Graduate School: Bringing a Culture of Compassion into the Classroom. *Journal of Research in Innovative Teaching & Learning*, 11, 22-66. doi: 10.1108/JRIT-08-2017-0017
3. **Jazaieri, H.**, McGonigal, K. M., Lee, I. A., Jinpa, T., Doty, J. R., Gross, J. J. & Goldin, P. R. (2018). Altering the trajectory of affect and affect regulation: The impact of compassion training. *Mindfulness*, 9, 283-293. doi: 10.1007/s12671-017-0773-3¹
4. **Jazaieri, H.**, Lee, I. A., McGonigal, K. M., Jinpa, T., Doty, J. R., Gross, J. J., & Goldin, P. R. (2016). A wandering mind is a less caring mind: A daily diary study during compassion cultivation training. *Journal of Positive Psychology*, 11, 37-50. doi: 10.1080/17439760.2015.1025418²
5. Gross, J. J. & **Jazaieri, H.** (2014). Emotion regulation and psychopathology: An affective science perspective. *Clinical Psychological Science*, 2, 387-401. doi: 10.1177/2167702614536164
6. **Jazaieri, H.**, McGonigal, K. M., Jinpa, T. G., Doty, J. R., Gross, J. J., & Goldin, P. R. (2014). A randomized controlled trial of Compassion Cultivation Training: Effects on mindfulness, affect, and emotion regulation. *Motivation and Emotion*, 38, 23-35. doi: 10.1007/s11031-013-9368-z³
7. Goldin, P. R., Ziv, M., **Jazaieri, H.**, Hahn, K., Heimberg, R. G., & Gross, J. J. (2013). Impact of cognitive-behavioral therapy for social anxiety disorder on the neural dynamics of cognitive reappraisal of negative self-beliefs. *JAMA Psychiatry*, 70, 1048-1056. doi: 10.1001/jamapsychiatry.2013.234⁴
8. **Jazaieri, H.**, Jinpa, T. G., McGonigal, K. M., Rosenberg, E., Finkelstein, J., Simon-Thomas, E., Cullen, M., Doty, J. R., Gross, J. J., & Goldin, P. R. (2013). Enhancing compassion: A randomized controlled trial of a Compassion Cultivation Training program. *Journal of Happiness Studies*, 14, 1113-1126. doi: 10.1007/s10902-012-9373-z⁵

SELECT BOOK CHAPTERS

1. **Jazaieri, H.**, & Kray, L. J. (in press). Deception in negotiations – The unique role of gender. In M. Olekalns & J. A. Kennedy (Eds.), *Handbook of Research in Negotiation*. United Kingdom: Edward Edgar Publishing.
2. **Jazaieri, H.**, & Rock, M. (in press). Strategies for dealing compassionately with difficult people at work. In M. Bresciani Ludvik (Ed.), *Productease*.

¹ Featured in the *Wall Street Journal* (July 31, 2017): <https://www.wsj.com/articles/find-compassion-for-difficult-people-1501519713>

Featured in *Harvard Business Review* (October 19, 2018): <https://hbr.org/2018/10/working-with-people-who-arent-self-aware>

² Featured in *Stanford University News* (April 22, 2015): <https://news.stanford.edu/2015/04/22/mindful-meditation-benefits-042215/>

Featured in *Mindful Magazine* (April 27, 2016): <https://www.mindful.org/does-mind-wandering-make-you-less-caring/>

Featured in *TODAY* (July 8, 2016): <https://www.today.com/health/7-tips-living-more-self-compassionate-life-improving-self-esteem-t100575>

³ Featured in *KQED* (March 4, 2014): <https://www.kqed.org/science/14456/compassion-happiness-internet>

⁴ Featured in *Stanford University News* (September 4, 2013): <https://news.stanford.edu/news/2013/september/anxiety-disorder-therapy-090413.html>

⁵ Featured in *Greater Good Magazine* (January 3, 2013): <http://blogs.berkeley.edu/2013/01/03/the-past-years-top-10-scientific-insights-about-living-a-meaningful-life/>

Featured in *The Guardian* (December 27, 2013): <https://www.theguardian.com/science/sifting-the-evidence/2013/dec/27/compassion-nhs-mid-stafford>

TEACHING INTERESTS

- Organizational behavior and leadership
- Negotiations and conflict resolution
- Leadership communication
- Leadership and ethics
- Power and influence
- Groups and teams

TEACHING EXPERIENCE

Instructor

Fall 2017 - Stanford University | School of Medicine | Compassion Cultivation Training
Spring 2017 - University of California, Berkeley | Haas School of Business | Compassionate Leadership
Spring 2017 - Santa Clara University | Department of Psychology | Research Methods
Winter 2017 - Stanford University | School of Medicine | Compassion Cultivation Training
Winter 2017 - Santa Clara University | Department of Psychology | Research Methods
Fall 2016 - Stanford University | School of Medicine | Compassion Cultivation Training
Fall 2016 - Santa Clara University | Department of Psychology | Research Methods (two sections)
Summer 2016 - Stanford University | School of Medicine | Compassion Cultivation Training
Summer 2016 - Santa Clara University | Department of Psychology | Fundamentals of Dialectical Behavior Therapy
Spring 2016 - Stanford University | School of Medicine | Compassion Cultivation Training
Spring 2016 - Santa Clara University | Department of Psychology | Research Methods
Winter 2016 - Santa Clara University | Department of Psychology | Research Methods
Summer 2014 - Santa Clara University | Department of Psychology | Evidence-Based Treatments and Research
Summer 2014 - Santa Clara University | Department of Psychology | Evidence-Based Approaches to Psychotherapy
Spring 2014 - Santa Clara University | Department of Psychology | Research Methods
Winter 2014 - University of California, Berkeley | Department of Psychology | Compassion Cultivation Training

Teaching Assistant

Fall 2016 - University of California, Berkeley | Haas School of Business | Negotiations & Conflict Resolution
Fall 2013 - University of California, Berkeley | Department of Psychology | Cognitive Neuroscience

Guest Lecturer

Fall 2019 - Northwestern University | Kellogg School of Management | Personal Leadership Insights
Spring 2017 - Santa Clara University | Department of Psychology | Psychology of Interpersonal Communications
Spring 2016 - Santa Clara University | Department of Psychology | Psychology of Interpersonal Communications
Spring 2015 - Esalen Institute | Continuing Education | Compassion and Happiness
Fall 2014 - University of California, Berkeley | Department of Psychology | Stigma and Prejudice
Winter 2014 - University of California, Berkeley | Department of Psychology | Transdiagnostic Clinic
Spring 2013 - Stanford University | Department of Psychology | Compassion and World Religions

PROFESSIONAL ACTIVITIES AND SERVICE

Association Memberships:

- Academy of Management (AOM)
- Behavioral Science & Policy Association (BSPA)
- International Association for Conflict Management (IACM)

- Society for Affective Science (SAS)
- Society for Personality and Social Psychology (SPSP)

Journal Reviewing (ad hoc):

Academy of Management Review, Cognition and Emotion; Emotion; Journal of Experimental Psychology: General; Journal of Personality and Social Psychology; Personality and Individual Differences; Personality and Social Psychology Bulletin

Service, Committees, & Boards:

- Reviewer, Academy of Management (AOM) Annual Meeting - 2016 - present
- Author, Greater Good Science Center, University of California, Berkeley - 2013 - present
- Reviewer, Graduate Student Admissions Committee, Department of Psychology, University of California, Berkeley - 2016
- Reviewer, SPSP Outstanding Research Award and Student Poster Award Review Committee, Society for Personality and Social Psychology (SPSP) - 2014 - 2015
- Member, Fundraising Committee, Society for Affective Science (SAS) - 2014
- Member, Tolman Transition Committee, Department of Psychology, University of California, Berkeley - 2014
- Member, Colloquium Committee, Institute of Personality and Social Research (IPSR), University of California, Berkeley - 2013 - 2018
- Member, Admissions Committee, Center for Compassion and Altruism Research & Education (CCARE) at Stanford University, Compassion Cultivation Training (CCT) Teacher Training Program - 2013; 2017

REFERENCES

Laura Kray, Ph.D.

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Haas School of Business, UC Berkeley
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Professor of Psychology
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