

Elaine M. Wong
 School of Business
 University of California, Riverside
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ACADEMIC POSITIONS

University of California, Riverside, School of Business Administration

Associate Dean for the Academic Undergraduate Program	2017-present
Associate Professor of Management	2015-present
Assistant Professor of Management	2012-2015

University of Wisconsin-Milwaukee

Assistant Professor of Communication	2010-2012
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Northwestern University, School of Communication

Assistant Professor of Communication Studies	2005-2010
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University of Pennsylvania, Wharton School

Visiting Scholar	Fall 2008
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EDUCATION

Ph.D. University of California, Berkeley, Haas School of Business Concentration: Organizational Behavior and Industrial Relations	2005
M.S. University of California, Berkeley, Haas School of Business	2003
B.A. University of California, Berkeley, Psychology and English Highest Distinction in College of Letters and Science Departmental Highest Honors in Psychology	2000

PUBLICATIONS

1. Haselhuhn, M.P., Wong, E.M., Ormiston, M.E. (2017). With great power comes shared responsibility: Psychological power and the delegation of authority. *Personality and Individual Differences, 108*: 1-4.
2. Ormiston, M.E., Wong, E.M., Haselhuhn, M.P. (2017). Facial-width-to-height ratio predicts perceptions of integrity in males. *Personality and Individual Differences, 105*, 40-42.
3. Gomulya, D.M.,* Wong, E.M.,* Ormiston, M.E., & Boeker, W. (2016). The Role of Facial Appearance on CEO Selection after Firm Misconduct. *Journal of Applied Psychology*.
 *Both authors contributed equally to the paper and are alphabetically listed.
4. Wong, E.M. (2016). Communication and counterfactual thinking. In C. Berger & M. Roloff (Eds.), *International Encyclopedia of Interpersonal Communication*. Malden, MA: Wiley-Blackwell.
5. Haselhuhn, M.P., Ormiston, M.E., & Wong, E.M. (2015). Men's facial width-to-height ratio predicts aggression: A meta-analysis. *PLoS ONE, 10*(4): e0122637. doi:10.1371/journal.pone.0122637

6. Haselhuhn, M.P., Wong, E.M., Ormiston, M.E., Inesi, M.E., & Galinsky, A.D. (2014). Negotiating face-to-face: Men's facial structure predicts negotiation performance. *The Leadership Quarterly*, 25, 835-845.
Selected media coverage: *Bloomberg BusinessWeek*, July, 25, 2014; *Fortune*, July, 30, 2014; *U.S. News and World Report*, July 29, 2014; *USA Today*, July 23, 2014; *Wall Street Journal*, July 22, 2014.
7. Ormiston, M.E. & Wong, E.M. (2013). License to ill: The effects of corporate social responsibility and CEO moral identity on corporate social irresponsibility. *Personnel Psychology*, 66, 861-893.
Selected media coverage: *National Public Radio*, December 3, 2013; *Time*, December 3, 2013; *Forbes* November 29, 2013; *Fast Company*, November 26, 2013; *Telegraph*, November 22, 2013
8. Haselhuhn M.P., Wong E.M., & Ormiston M.E. (2013). Self-fulfilling prophecies as a link between men's facial width-to-height ratio and behavior. *PLoS ONE* 8(8): e72259.
doi:10.1371/journal.pone.0072259
Selected media coverage: *Scientific American*, October 21, 2013; *ABC news*, September 29, 2013; *Popular Science*, September 18, 2013; *Science Daily*, September 16, 2013
9. Wong, E.M., Haselhuhn, M.P., & Kray, L.J. (2012). Improving the future by considering the past: The impact of upward counterfactual reflection and implicit beliefs on negotiation performance. *Journal of Experimental Social Psychology*, 48, 403-406.
10. Ormiston, M.E. & Wong, E.M. (2012). The gleam of the double-edged sword: The benefits of subgroups for organizational ethics. *Psychological Science*, 23, 400-403.
Selected media coverage: *Huffington Post*, April 12, 2012
11. Haselhuhn, M.P. & Wong, E.M. (2012). Bad to the bone: Facial structure predicts unethical behaviour. *Proceedings of the Royal Society B: Biological Sciences*, 279, 571-576.
Selected media coverage: *Wall Street Journal*, July 21, 2011; *The Economist*, July 7, 2011; *Discovery News*, July 6, 2011; *New Scientist*, July 7, 2011; *MSNBC.com*, July 5, 2011; *MSN.com*, July 10, 2011; *LiveScience*, July 6, 2011; *Science News*, July 11, 2011
12. Wong, E.M., Ormiston, M.E., & Haselhuhn, M.P. (2011). A face only an investor could love: CEOs' facial structure predicts their firms' financial performance. *Psychological Science*, 22, 1478-1483.
Selected media coverage: *Forbes*, September 7, 2011; *Wall Street Journal*, August, 30, 2011; *Bloomberg*, August 29, 2011; *US News and World Report*, August 29, 2011; *CBS news*, August 29, 2011; *MSNBC.com*, August 29, 2011; *MSN.com*, August 29, 2011; *LiveScience*, August 26, 2011
13. Wong, E.M., Ormiston, M.E., & Tetlock, P.E. (2011). The effects of top management team integrative complexity and decentralized decision making on corporate social performance. *Academy of Management Journal*, 54, 1207-1228.
14. Wong, E.M. (2010). It could have been better: The effects of counterfactual communication on impression formation. *European Journal of Social Psychology*, 40, 1251-1260.
15. Wong, E.M., Kray, L.J., Galinsky, A.D., & Markman, K.D. (2009). Stimulating creativity in groups through mental simulation. In M. A. Neale, E. A. Mannix (Series Eds.), & J.A. Goncalo (Vol. Ed.), *Research on Managing Groups and Teams: Vol. 12. Creativity in Groups* (pp. 111-134). United Kingdom: Emerald.

16. Wong, E.M., Galinsky, A.D., & Kray, L.J. (2008). The counterfactual mind-set: A decade of research. In K. D. Markman, W. M. P. Klein, & J. A. Suhr (Eds.), *Handbook of Imagination and Mental Simulation* (pp. 161-174). New York: Psychology Press.
17. Ormiston, M.E. & Wong, E.M. (2008). To be enhanced, understood, distinct, or to belong?: The role of multiple identity motives in homogeneous and diverse groups. In M. A. Neale, E. A. Mannix (Series Eds.), & K. Phillips (Vol. Ed.), *Research on Managing Groups and Teams: Vol. 11. Diversity and Groups* (pp. 167-193). United Kingdom: Emerald.
18. Chatman, J.A., Wong, E.M., & Joyce, C. (2008). When do people make the place? Considering the interactionist foundations of the attraction-selection-attrition model. In D. B. Smith (Ed.), *The People Make the Place: Dynamic Linkages Between Individuals and Organizations* (pp. 63-86). London, UK: Taylor & Francis.
19. Wong, E.M. (2007). Narrating near-histories: The effects of counterfactual communication on motivation and performance. *Management and Organizational History, Special Issue on Counterfactual History*, 2, 351-370.
20. Kray, L.J., Galinsky, A.D., & Wong, E.M. (2006). Thinking within the box: The relational processing style elicited by counterfactual mind-sets. *Journal of Personality and Social Psychology*, 91, 33-48.

REFEREED PRESENTATIONS

Ormiston, M.E., Wong, E.M., Ha, J. (2017). Group mood's influence on the top team diversity-firm financial performance relationship. To be presented at the Academy of Management Meetings, Atlanta, GA.

Wong, E.M. (2017). Making teams meaningful: Deriving meaning from divergent individual experiences in team (panelist). To be presented at the Academy of Management Meetings, Atlanta, GA.

Ormiston, M.E., & Wong, E.M. (2016). The role of CEOs' belonging and distinctiveness needs on top management team diversity. Presented at the *Academy of Management Meetings*, Anaheim, CA.

Gomulya, D.M., Wong, E. M., Ormiston, M.E., & Boeker, W. (2015). The face of the next leader: The role of facial appearance on CEO selection after firm misconduct. Presented at the *Academy of Management Meetings*, Vancouver, B.C.

Best Paper Award, Social Issues in Management Division.

Ormiston, M.E., Wong, E.M., & Haselhuhn, M.P. (2015). Facing the group: The effects of facial structure on process conflict and group performance. Presented at the *Academy of Management Meetings*, Vancouver, B.C.

Ferguson, A., Ormiston, M.E., & Wong, E.M. (2014). Cohesion and task engagement affect the top team outside directorships-firm performance relationship. Presented at the *Academy of Management Meetings*, Philadelphia, PA.

Haselhuhn, M.P., Wong, E.M., Ormiston, M.E., & Inesi, M.E. (2012). Negotiating face-to-face: Men's facial structure predicts negotiation performance and reputation. Presented at the *Academy of Management Meetings*, Boston, MA.

Ormiston, M.E. & Wong, E.M. (2012). The effects of firm social responsibility and CEO moral identity on firm social irresponsibility. Presented at the *Academy of Management Meetings*, Boston, MA.

Ormiston, M.E., Wong, E.M., & Haselhuhn, M.P. (2012). The effects of facial structure on group hierarchy, conflict and performance. Presented at the *Interdisciplinary Network for Group Research Conference*, Chicago, IL.

Wong, E.M., Haselhuhn, M.P., & Kray, L.J. (2011). Looking toward the future by considering the past: The role of counterfactual narratives and implicit beliefs in negotiation performance. Presented at the *National Communication Association Convention*, New Orleans, LA.

Top Four Paper, Peace and Conflict Communication Division.

Wong, E.M., Ormiston, M.E., & Haselhuhn, M.P. (2011). CEO facial measurements and TMT integrative complexity predict firm performance. Presented at the *Interdisciplinary Network for Group Research Conference*, Minneapolis, MN.

Wong, E.M., Peterson, R.S., & Ormiston, M.E. (2010). The effect of CEO conscientiousness and TMT integrative complexity on firm adaptability. Presented at the *Academy of Management Meetings*, Montreal, Canada.

Haselhuhn, M.P. & Wong, E.M. (2010). Support theory in negotiation: How unpacking aspirations and bottom lines can improve performance. Presented at the *Academy of Management Meetings*, Montreal, Canada.

Wong, E.M., Ormiston, M.E., & Tetlock, P.E. (2009). The effects of top management team decision making on corporate social performance. Presented at the *Academy of Management Meetings*, Chicago, IL.

Ormiston, M.E. & Wong, E.M. (2009). Do top management teams matter? A mediated model of faultlines, group processes, and firm financial performance. Presented at the *Interdisciplinary Network for Group Research Conference*, Colorado Springs, CO.

Wong, E.M., Ormiston, M.E., & Chatman, J.A. (2008). The effects of self-enhancement and self-verification motives on employees' reactions to mergers. Presented at the *Academy of Management Meetings*, Anaheim, CA.

Wong, E.M., Galinsky, A.D., Kray, L.J., & Markman, K.D. (2008). Stimulating creativity in groups: The role of counterfactuals. Presented at the *Research on Managing Groups and Teams Conference*, Palo Alto, CA.

Ormiston, M.E. & Wong, E.M. (2007). Beyond self-enhancement: The role of identity motives in similar and diverse groups. Presented at the *Research on Managing Groups and Teams Conference*, Ithaca, NY.

Wong, E.M. (2006). The effects of counterfactual communication on impression formation and performance. Presented at the *Academy of Management Meetings*, Atlanta, GA.

Wong, E.M., Ormiston, M.E., & Tetlock, P.E. (2006). The relationship among TMT age diversity, decision making styles, and firm performance. Presented at the *Brigham Young University-INSEAD Executive Leadership Conference*, Sundance, UT.

Wong, E.M., Ormiston, M.E., & Tetlock, P.E. (2005). Does being good pay off?: The effect of TMTs on firm social responsibility and financial performance. Presented at the *Academy of Management Meetings*, Honolulu, HI.

Ormiston, M.E., Wong, E.M., & Tetlock, P.E. (2005). Cognitive and integrative complexity. Presented at the *Academy of Management Meetings*, Honolulu, HI.

Wong, E.M. (2004). It could have been better: The effects of communicating counterfactual thoughts on impression formation. Presented at the *Academy of Management Meetings, Showcase Symposium for Organizational Behavior, Managerial and Organizational Cognition, and Conflict Management Divisions*, New Orleans, LA. (Symposium Chair and Paper Presenter).

Wong, E.M. (2004). The effects of self-verification on work processes in mixed- and same-sex dyads. Presented at the *Academy of Management Meetings, Showcase Symposium for Organizational Behavior, Gender & Diversity, and Conflict Management Divisions*, New Orleans, LA. (Symposium Chair and Paper Presenter).

Wong, E.M., Ormiston, M.E., & Tetlock, P.E. (2004). Illegal corporate behavior: The effect of CEO integrative complexity. Presented at the *International Society for the Study of Work and Organizational Values*, New Orleans, LA.

Wong, E.M. & Zedeck, S. (2003). Post-retirement work: Factors related to the return to paid or unpaid work. Poster presented at the *Academy of Management Meetings*, Seattle, WA.

Chatman, J.A., Wong, E.M., & Ormiston, M.E. (2003). Being a knowable merger partner: Applying social categorization and self-verification theories. Presented at the *Academy of Management Meetings*, Seattle, WA. (Symposium Chair and Paper Presenter).

Maslach, C., Goncalo, J., Wong, E., & Herslow, J. (2001). Burnout and engagement in work teams. Presented at the *American Psychological Association Convention*, San Francisco, CA.

GRANTS, HONORS & AWARDS

Research

- Senate Travel Grant, University of California, Riverside, 2013-present.
- Best Paper Award, Social Issues in Management Division, Academy of Management Meeting, 2015.
- Regents Fellowship, University of California, Riverside, 2013-2015.
- Top Four Paper, Peace and Conflict Communication Division, National Communication Association Convention, 2011.
- Innovation Grant, School of Communication, Northwestern University. *The impact of top leaders' orientations on demographic diversity management and macro-level outcomes*, 2008-2010.
- Residential College Fellow Assistant Researcher Awards (FARA), Northwestern University, 2006-2009.
- Levi Strauss Small Grant, University of California, Berkeley. *The relationships among CEO personality, TMT dynamics and corporate social responsibility*. (Collaborative project with Margaret Ormiston), 2007.

Scholastic

- Anderson Graduate School of Management Golden Apple Award Recipient, School of Business Administration, University of California, Riverside, 2015. Awarded given to one faculty member in the School for outstanding teaching in the core courses.
- Leadership Pathway Program funding, Office of Undergraduate Education, University of California, Riverside, 2013-2015.
- Clarence Simon Award Recipient, School of Communication, Northwestern University, 2008. Awarded to three faculty members in the School for being outstanding teachers and mentors.
- Galbut Award Nominee, School of Communication, Northwestern University, 2008. Awarded to one faculty member in the School for outstanding teaching and efforts to engage students inside and outside the classroom.
- Crawford Dissertation Fellowship, University of California, Berkeley, 2004.

- Center for Responsible Business Ph.D. Fellowship, University of California, Berkeley, 2003.
- Crawford Research Assistant Fellowship, University of California, Berkeley, 2002-2003; 2001-2002.
- Norma W. & Alvin B. Chan Fellowship, University of California, Berkeley, 2002; 2000.
- Phi Beta Kappa, 2000.

TEACHING AND RESEARCH INTERESTS

Organizational Behavior
 Leadership Development
 Groups and Teams
 Decision Making and Creativity
 Research Methods

TEACHING EXPERIENCE

University of California, Riverside, School of Business Administration

- Organizational Behavior and Theory (MBA) 2012-present
- Leadership Development (Undergraduate) 2013-present
- Communication, Leadership, Teams, and Ethics (MBA) 2013-present
- Research Methods (Undergraduate) 2017-present

University of Wisconsin-Milwaukee, Department of Communication

- Communication in Organizations (Undergraduate) 2010-2012
- Decision Making and Creativity (Undergraduate) 2011-2012

Northwestern University, School of Communication

- Organizational Behavior (M.S. in Communication, Managerial Program) 2008-2010
- Strategic Leadership (Graduate and Undergraduate) 2007-2010
- Theories of Organizational Communication (Undergraduate) 2006-2010
- Research Practicum in Communication Studies (Undergraduate) 2006-2010

University of California, Berkeley, Haas School of Business

- Leadership (MBA) (Graduate Student Instructor) Fall 2003
- Organizational Behavior (MBA) (Graduate Student Instructor) Fall 2002

ADVISING EXPERIENCE

Dissertation Chair

- Chung, Sorim, University of California, Riverside, 2016 (co-chair)
- Narayanamurthy, Bhuvaneshwari, Northwestern University, 2010 (co-chair)

Master Thesis

- Alex Leung, University of California, Riverside, 2017 (committee member)
- Li, Jianchao, University of California, Riverside, 2014 (chair)

Senior/Honors Thesis Advisor

- Leah Kelly-Reingold, University of California, Riverside, expected 2018
- Anne Marie Simpson, University of California, Riverside, 2017
- Brown, Courtney, Northwestern University, 2008
- Braeutigam, Julie, Northwestern University, 2007

ACADEMIC SERVICE

University of California, Riverside

- Faculty Fellow, University Honors Program (Fall 2016-present)
- Member, 2:1 Transfer Task Force (Summer 2017-present)
- Member, Diversity and Inclusion Strategic Plan Workgroup (Summer 2017-present)
- Member, Women's Faculty Association (Chair 2015-2017, Member 2012-present)
- Member, Research and Economic Development Advisory Committee (Spring 2017-present)
- Member, Search Committee for Title IX Director (Fall 2016)
- Member, Cluster Hire Search Committee for Business Analytics (Fall 2016-Spring 2017)
- Member, Cluster Hire Search Committee for African American Disparities (Fall 2015-Fall 2016)
- Member, Academic Integrity Executive Committee (Fall 2012-Fall 2017)
- Member, Academic Integrity Committee (Fall 2012-Fall 2017)
- Vice Chair (Fall 2015-2016), Committee on Diversity and Equal Opportunity (Member, Fall 2013-2016)
- Member and Search Affirmative Action officer, Search Committee for Vice Provost of Academic Resolution (Winter-Spring 2016)
- Member, Search Committee for Vice Provost of Undergraduate Education (Winter-Spring 2016)
- Member, Cluster Hire Search Committee for U.S. Latina/o Studies (Winter-Spring 2016)
- Member, Gender Studies Breadth Requirement Ad-hoc Committee (Winter-Spring 2016; Spring 2017)
- Member, Task Force on Climate, Equity and Discrimination (Spring 2014-Spring 2015)
- Member and Search Affirmative Action officer, Search Committee for Vice Provost of International Affairs (Winter-Spring 2014)
- Member, Climate Survey Report Task Force (Winter-Spring 2014)
- Member, Search Committee for Associate Vice Provost for Faculty Success, Equity and Diversity (Fall 2012-Winter 2013)

School of Business

- Associate Dean for the Academic Undergraduate Program (2017-present)
- Management Area Coordinator (2016-2017)
- Member, Ad-hoc merit review committees (Fall 2015-present)
- Member, Anderson Graduate School of Management Ph.D. Program Faculty (Fall 2012-present)
- Member, Strategic Planning Committee; Co-Chair of People Subcommittee (Spring 2016- Spring 2017)
- Member, SoBA Faculty Scholarship Committee (2014, 2015, 2016, 2017)
- Member and Secretary, Executive Committee (2013-2015)
- Member and Search Affirmative Action officer, Management Recruitment Committee (2012-2015)
- Member, Online Education Task Force (2012-2013)
- Keynote Speaker, Pre-Business Major Conference (2014, 2017)
- Speaker, Highlander Day (2013, 2014, 2015, 2016)

University of Wisconsin-Milwaukee, Department of Communication

- Member, Undergraduate Committee (2010-2012)
- Member, Colloquium Committee (2011-2012)
- Member, Research Fund Committee (2011-2012)

Northwestern University

- Member, Interdisciplinary Center on the Science of Diversity (2008-2010)
- Faculty Advisor, 85 Broads (2007-2010)
- Faculty Fellow, Ayers College of Commerce and Industry residential college (2005-2010)

School of Communication

- Ad-hoc committee member, Minow Grant Committee (Winter 2008)
- Ad-hoc committee member, Academic Integrity Appeal Committee (Fall 2006)

Department of Communication Studies

- Member, Interaction and Social Influence Graduate Admissions Committee (2005-2010)
- Member, Curriculum Committee (2008-2009)
- Member, Master of Science in Communication Committee (Managerial Program) (2005-2007)

University of California at Berkeley, Haas School of Business (as a doctoral student)

- Peer Advisor in Organizational Behavior and Industrial Relations Group (2003-2005)

PROFESSIONAL ACTIVITIES

Editorial Board

- *California Management Review* (2015-present)
- *Journal of Management* (2014-present)

Ad-hoc Reviewer

- Journals: *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *British Journal of Management*, *European Journal of Social Psychology*, *Journal of Management*, *Journal of Personality and Social Psychology*, *International Journal of Conflict Management*, *Negotiation Journal*, *Organizational Behavior and Human Decision Processes*, *PLoS ONE*, *The Leadership Quarterly*
- Conferences: Academy of Management Meetings, Gender & Diversity, Academy of Management Meetings, Organizational Behavior, INGRoup Conference, International Communication Association Conference, Organizational Communication, National Communication Association Conference, Organizational Communication
- National Science Foundation

Professional Development

- University of Pennsylvania's Center for Minority-Serving Institutions Aspiring Leaders Forum and Mentorship Program Participant (2017): Leadership program aimed to develop future Minority-Serving Institutions presidents. One of 21 participants selected from across the United States.
- UC Women's Initiative Participant (2017): Leadership program for UC system faculty and staff. One of 30 participants selected from across the Southern California UCs.
- Provost Faculty Leadership Program Participant (2016-2017): Emergent leadership program for UC Riverside faculty. One of 13 participants selected.
- Center for Creative Leadership (2013): Leadership program for mid-managers.

Memberships

- Academy of Management
- Association for Psychological Science
- Interdisciplinary Network for Group Research (INGRoup)