

**KATHERINE (KAT) K. BAE**  
**CURRICULUM VITAE**

PhD Candidate in Management and Organizations  
Ross School of Business | University of Michigan  
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**EDUCATION**

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- PhD**      **Stephen M. Ross School of Business, University of Michigan, Ann Arbor, MI**  
Management and Organizations (2017–2022 expected graduation)  
Dissertation: Pepped Up or Petered Out: A Leader-Centric Examination of the Effects of Motivating Followers  
Committee: Drs. Dave Mayer (chair), Sue Ashford, Charlie Case, Ethan Kross, and Shalena Srna
- Awarded the 2020–2021 *Sam and Bonnie Rechter Ethical Leadership Excellence Fellowship* by the University of Louisville College of Business Project on Positive Leadership
- BA**      **Northwestern University, Evanston, IL**  
Psychology, Highest Honors, *magna cum laude* (2013–2017)  
Honors Thesis: Positive facial expressions in marriage: Genuine and non-genuine smiles as predictors of marital satisfaction  
Advisors: Dr. Claudia Haase and Dr. Jennifer Tackett

**PUBLICATIONS**

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- Case, C. R., **Bae, K. K.**, Larsen, K. T., & Maner, J. K. (2021). The precautionary nature of prestige: When leaders are hypervigilant to subtle signs of social disapproval. *Journal of Personality and Social Psychology*, 120(3), 694–715.
- Wu, D. J., Svoboda, R. C., **Bae, K. K.**, & Haase, C. M. (2020). Individual differences in sadness coherence: Associations with dispositional affect and age. *Emotion*, 21(3), 465–477.
- \***Bae, K. K.**, \*Mitchell, R. L., Case, C. R., & Hays, N. A. (2020). Drivers of desire for social rank. *Current Opinion in Psychology: Power, Status, and Hierarchy Special Issue*, 33, 189–195.
- Case, C. R., **Bae, K. K.**, & Maner, J. K. (2018). To lead or to be liked: When prestige-oriented leaders sacrifice group performance. *Journal of Personality and Social Psychology*, 115(4), 657–676.
- Featured in:
    - [The Wall Street Journal](#): The dangers of wanting to be a popular boss. (May 2019)
    - [The Boston Globe](#): As leadership styles lean kinder, how do bosses make unpopular decisions? (November 2018)
    - [The New York Times](#): Bossy vs. buddy: Two leadership styles, each with its place. (October 2016)
    - [Psychology Today](#): What kind of a leader are you? The pros and cons of dominance versus prestige. (June 2016)

## MANUSCRIPTS UNDER REVIEW OR REQUESTED REVISION

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**Bae, K. K., & Mayer, D. M.** Leader gender and employee leadership aspiration. 2<sup>nd</sup> round revise-and-resubmit at *Journal of Applied Psychology*.

## COMPLETED MANUSCRIPTS UNDER REVISION FOR SUBMISSION († denotes student under my supervision)

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**Bae, K. K., Case, C. R., Ashford, S. J., & †Miller, H.** Revealing truth to power: Supervisors' hierarchical orientation and subordinates' negative feedback giving. Target Journal: *Organization Science*.

- Nominated for the *Diversity, Equity and Inclusion PhD Ross Research Award* (2021)
- Finalist for the *Best Second-year Paper Michigan Ross Emeritus Award* (2020)

**Bae, K. K., Mayer, D. M., Aquino, K., Mawritz, M. B., & Priesemuth, M.** Competence over morality: Why leader performance trumps leader (un)ethical behavior. Target Journal: *Academy of Management Journal*.

## SELECTED WORK IN PROGRESS

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**Bae, K. K., Lee, J. J., Hwang, E., & Gino, F.** Experiences of (dis)respect at work and well-being. (Third study design stage).

**Bae, K. K., & Mayer, D.M.** Team psychological gender and performance. (Second study design stage).

**Bae, K. K., Mitchell, R. L., Case, C. R., & Hays, N. A.** Race to the bottom: When and why people desire low rank. (Pilot study design stage).

Case, C. R. & **Bae, K. K.** Alliance strategies of men and women as a function of dominance and prestige. (Third study data analysis stage).

**Bae, K.K.** Leader-centric examination of leaders' emotion regulation strategies. (Second study design stage).

**Bae, K. K.** Pep talks in leaderless teams. (First study design stage).

## AWARDS, FELLOWSHIPS, AND GRANTS

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### Research and Teaching Awards/Fellowships

- Fellow, *Thomas W. Leabo Memorial Scholarship Award for Academic and Teaching Excellence*, Ross School of Business, University of Michigan, 2020–2021 (awards top 1-2 Ross PhD students)
- Nominee, *Diversity, Equity and Inclusion PhD Ross Research Award*, Ross School of Business, University of Michigan, 2021
- Finalist, *Michigan Ross Emeritus Award for the Best Second-year Paper*, Ross School of Business, University of Michigan, 2020 (nominates the top PhD student from each Ross department)

- Fellow, *Project for Ethical Leadership Excellence, Positive Leadership Sam and Bonnie Rechter Award* (\$5000), University of Louisville College of Business, 2020–2021
- Winner, *Society of Personality and Social Psychology Graduate Student Award* (\$500), Society of Personality and Social Psychology Committee (for “the excellence of the submitted conference abstract and on the strength of the applicant’s scholarly achievements”), 2019
- Finalist, *Society of Personality and Social Psychology Best Poster Award*, Society of Personality and Social Psychology Convention Committee, 2018
- Finalist, *Win Hill Award for the Best Undergraduate Research Methods Paper*, Department of Psychology, Northwestern University, 2016 (nominates the top student from each semester within the academic year)

### Research Grants

- *Ross Doctoral Studies Research Grant* (\$4000), Ross School of Business, University of Michigan, 2021
- *Early Dissertation Proposal Award* (\$1000), Ross School of Business, University of Michigan, 2021
- *Doctoral Candidate Rackham Research Grant* (\$3000), Rackham Graduate Studies, University of Michigan, 2020
- *Early Candidacy Research Award* (\$1000), Ross School of Business, University of Michigan, 2019
- *Pre-Candidate Rackham Research Grant* (\$1500), Rackham Graduate Studies, University of Michigan, 2018
- *Summer Undergraduate Research Award* (\$3500), Undergraduate Office of Research, Northwestern University, 2017
- *Chicago Field Studies and Civic Engagement Research Scholarship* (\$4600), Center for Civic Engagement, Northwestern University, 2016

### Conference Grants

- *Ross Doctoral Conference Travel Grant* (ranged from \$500 to \$1000), Ross School of Business, University of Michigan, 2018–2021
- *Rackham Conference Travel Grant* (\$800), Rackham Graduate Studies, University of Michigan, 2018–2021
- *Association of Psychological Science Conference Travel Grant* (\$500 each), Undergraduate Office of Research, Northwestern University, 2016–2017
- *Psychology Undergraduate Travel Grant* (\$300 each), Department of Psychology, Northwestern University, 2016–2017

## RESEARCH PRESENTATIONS & SEMINARS

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### Invited Research Presentations

- *Adderley Positive Research Incubator*, Center for Positive Organizations, Ross School of Business, University of Michigan (April 2021)
- *Ross Behavioral Lab (BeSci) Presentation Series*, Ross School of Business, University of Michigan (April 2021)
- *Ross Behavioral Lab (BeSci) Presentation Series*, Ross School of Business, University of Michigan (February 2020)
- *Management and Organizations Seminar Series Brownbag*, Ross School of Business, University of Michigan (April 2019)
- *Management and Organizations Experimental Laboratory Presentation Series*, Ross Behavioral Lab, Ross School of Business, University of Michigan (March 2019)
- *Adderley Positive Research Incubator*, Center for Positive Organizations, Ross School of Business, University of Michigan (January 2019)

### Research and Teaching Seminars

- *Positive Organizational Scholarship (POS) Teachers' Gathering*, Ross School of Business, University of Michigan (December 2019)
- *New Directions in Leadership Research Conference*, Fuqua School of Business, Duke University (June 2019)
- *Micro-meets-Macro Conference*, Management and Entrepreneurship Department, W. P. Carey School of Business, Arizona State University (February 2019)

### Chaired Conference Symposia

Bae, K. K., & Mayer, D. M. (August 2021). A leader-centric approach to leader well-being: How leaders' behaviors affect their own energy and positive emotions. Co-organizer/chair of forthcoming symposium in the Organizational Behavior (OB), Human Resources (HR), and Managerial and Organizational Cognition (MOC) Divisions at the *81<sup>st</sup> Annual Meeting of the Academy of Management*, virtual due to COVID-19.

Bae, K. K., & Mayer, D. M. (August 2019). Beyond biological sex: The importance of the psychological study of gender in organizations. Co-organizer/chair of symposium conducted in the Gender and Diversity in Organizations (GDO) and Conflict Management (CM) Divisions at the *79<sup>th</sup> Annual Meeting of the Academy of Management*, Boston, MA.

### Conference Presentations

Case, C. R. & Bae, K. K. (February 2022). Whether and how the alliance strategies of men and women vary as a function of dominance and prestige. Paper presentation in the symposium "Perspectives on Leadership, Dominance, Prestige, and Gender" for the *23<sup>rd</sup> Annual Convention of the Society for Personality and Social Psychology*, San Francisco, CA.

Bae, K. K. (August 2021). Pepped up or petered out: A leader-centric examination of the effects of motivating followers. Paper presentation in the forthcoming symposium "A Leader-centric approach to leader well-being: How leaders' behaviors affect their own energy and positive emotions" at the *81<sup>st</sup> Annual Meeting of the Academy of Management*, virtual due to COVID-19.

Bae, K. K. (presenter), Hwang, E., Lee, J. J., & Gino, F. (February 2021). Everyday experience of respect and disrespect at work. Poster presentation at the forthcoming *22<sup>nd</sup> Annual Convention of the Society for Personality and Social Psychology*, virtual due to COVID-19.

- Bae, K. K. (presenter), Case, C. R., & Ashford, S. J. (February 2020). Perceived leader prestige and dominance predict truthfulness in subordinates' feedback. Poster presented at the *21<sup>st</sup> Annual Convention of the Society for Personality and Social Psychology*, New Orleans, LA.
- ***Nominated for the Graduate Student Poster Award***
- Bae, K. K. (presenter), Case, C. R., & Ashford, S. J. (August 2019). Perceived leader prestige and dominance predict truthfulness in subordinate's feedback. Paper presented in the symposium "Antecedents and consequences of dominance and prestige paths to social rank" at the *79<sup>th</sup> Annual Meeting of the Academy of Management*, Boston, MA.
- Bae, K. K. (presenter) & Mayer, D. M. (August 2019). Women's leadership aspiration increases when their supervisors are more feminine. Paper presented in the symposium "Beyond biological sex: The importance of the psychological study of gender in organizations" at the *79<sup>th</sup> Annual Meeting of the Academy of Management*, Boston, MA.
- Bae, K. K. (presenter), & Mayer, D. M. (June 2019). Women's leadership aspiration increases when their supervisors are more feminine. Paper presented in the Positive Leadership session at the *9<sup>th</sup> Biennial Positive Organizational Scholarship Conference*, Ann Arbor, MI.
- Bae, K. K. (presenter), & Mayer, D. M. (February 2019). Women's leadership aspiration increases when their supervisors are more feminine (and the same is true for men). Poster presented at the *20<sup>th</sup> Annual Convention of the Society for Personality and Social Psychology*, Portland, OR.
- ***Society of Personality and Social Psychology Graduate Student Award***
- Bae, K. K. (presenter), Case, C. R., & Maner, J. K. (August 2018). When preparing to give criticism, prestige-oriented leaders exhibit heightened social monitoring. Paper presented in the symposium "Leaders improving lives: Harnessing the power of leaders for good" at the *78<sup>th</sup> Annual Meeting of the Academy of Management*, Chicago, IL.
- Case, C. R., & Bae, K. K. (presenter) & Maner, J. K. (March 2018). In pursuit of prestige: Social approval concerns cause leaders to vigilantly monitor social cues. Paper presented in the symposium "An integrative perspective on social rank" at the *19<sup>th</sup> Annual Convention of the Society for Personality and Social Psychology*, Atlanta, GA.
- Bae, K. K. (presenter), & Case, C. R. (March 2018). Avoiding the fall: Prestige-oriented leaders show biased attention to and interpretation of emotional expressions when their social approval is at stake. Poster presented at the *19<sup>th</sup> Annual Convention of the Society for Personality and Social Psychology*, Atlanta, GA.
- ***Runner-up for the Society of Personality and Social Psychology Best Poster Award***
- Case, C. R., & Bae, K. K. (February 2018). Selecting a team captain: Alternative processes and desired traits of captains. Co-facilitator at the *Ross School of Business Sport and Organizational Dynamics Conference*, Ann Arbor, MI.
- Bae, K. K. (May 2017). Positive facial expressions in marriage: Genuine and non-genuine smiles as predictors of marital satisfaction. Poster presented at *Northwestern Undergraduate Research and Arts Exposition*, Evanston, IL.

Bae, K. K., Wu, D. J., Svoboda, R. C., & Haase, C. M. (May 2017). Emotional coherence between facial expressions and heart rate is positively linked to age. Poster presented at the *29<sup>th</sup> Annual Convention of the Association for Psychological Science*, Boston, MA.

Wu, D. J., Bae, K. K., Svoboda, R. C., & Haase, C. M. (April 2017). Understanding sadness coherence: Associations with sadness experience, age, and well-being. Poster presented at the *4<sup>th</sup> Annual Conference of the Society for Affective Science*, Boston, MA.

Bae, K. K. (presenter), Wu, D. J., Svoboda, R. C., & Haase, C. M. (January 2017). Emotional coherence between facial expressions and heart rate is positively linked to age. Paper presented at *6<sup>th</sup> Annual Nonverbal Preconference of Society for Personality and Social Psychology*, San Antonio, TX.

Bae, K. K., Wu, D. J., Svoboda, R. C., & Haase, C. M. (January 2017). Emotional coherence between facial expressions and heart rate is positively linked to age. Poster presented at *18<sup>th</sup> Annual Convention of the Society for Personality and Social Psychology*, San Antonio, TX.

Bae, K. K. (presenter), Wu, D. J., Svoboda, R. C., Reitmeier, M., Thomas, S. E. & Haase, C. M. (June 2016). Emotional coherence between facial expressions and heart rate and links with well-being. Paper presented at *Northwestern Undergraduate Research and Arts Exposition*, Evanston, IL.

- **Finalist, Weinberg College of Arts and Sciences Research Conference Presentation Award**

Wu, D. J., Bae, K. K., Svoboda, R. C., Reitmeier, M., Thomas, S. E. & Haase, C. M. (May 2016). Emotional coherence between facial expressions and heart rate and links with well-being. Poster presented at the *28<sup>th</sup> Annual Convention of the Association for Psychological Science*, Chicago, IL.

Wu, D. J., Bae, K. K., Svoboda, R. C., Reitmeier, M., Thomas, S. E. & Haase, C. M. (April 2016). Emotional coherence between facial expressions and heart rate and links with well-being. Paper presented at the *12<sup>th</sup> Annual Chicago Area Undergraduate Research Symposium*, Chicago, IL.

## TEACHING

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### Course Instructor

*Behavioral Theory in Management* (MO 300, Fall 2019, ~80 students per section)

Bachelor of Business Administration (BBA) core course required for all juniors, Ross School of Business, University of Michigan

- **Teaching rating: 4.9 / 5**
- **Recipient of the Thomas W. Leabo Memorial Scholarship Award for Academic and Teaching Excellence, Ross School of Business 2020-21** (recognizes top 1-2 student instructors in Ross)

### Teaching Assistant

*Leading People and Organizations* (MO 503, Fall 2018, 2019)

Master of Business Administration (MBA) core course, Ross School of Business, University of Michigan

*Introduction to Community Development* (SESP 202, Winter 2016)

Undergraduate core course, School of Education and Social Policy, Northwestern University

### Classroom Activity Facilitator

*Human Behavior and Organizations* (MO 501, Winter 2018, 2019)

MBA core course, Ross School of Business, University of Michigan

*Managing Change* (MO 414, Winter 2019)

BBA Elective course, Ross School of Business, University of Michigan

*Managing Professional Relationships* (MO 615, Winter 2019)

MBA elective course, Ross School of Business, University of Michigan

## PROFESSIONAL AFFILIATIONS

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- 2018–present *Member*, Ross Behavioral Science Lab (BeSci), Ross School of Business  
2017–present *Doctoral Student Affiliate*, Center for Positive Organizations (CPO), Ross School of Business  
2017–present *Member*, Academy of Management (AOM)  
2015–present *Member*, Society for Personality and Social Psychology (SPSP)  
2015–present *Member*, Association for Psychological Science (APS)

## SERVICE

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### University of Michigan Service

- 2018–present *Ambassador and member*, Ross Uplift Committee for Student Mental Health  
2017–present *Coordinator & Advisor*, Management and Organizations Undergraduate Subject Pool Committee  
2019–present *PhD Student Ambassador*, Ross Management and Organizations Area  
2019–2020 *Lead organizer*, Ross PhD Diversity, Equity, and Inclusion (DEI) Committee, Inaugural DEI Alumni Speaker Series Initiative of the Ross PhD Program Rackham Faculty Allies Grant (\$12,000)  
2018–2019 *Reviewer*, PhD Student Forum Grants Committee  
2017–2019 *Research mentor*, Undergraduate Research Opportunity Program  
2017–2018 *Organizer*, Academy of Management, University of Michigan Ross Party Committee  
2017–2018 *Member*, Management and Organizations Doctoral Recruiting Committee

### Professional Service

- 2020 *Reviewer*, Academy of Management Conference (Divisions: Organizational Behavior and Conflict Management)  
2019 *Reviewer*, Responsible Research in Business and Management (RRBM) Award, Academy of Management

## UNDERGRADUATE RESEARCH ADVISING

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- 2020–present *Harrison Miller*, Business Administration, University of Michigan Ross School of Business (currently applying to psychology/OB PhD programs)  
2019–2020 *Alyssa Chua*, Computational Cognitive Science with minors in Computer Science and Asian Studies, University of Michigan  
2018–2019 *Esme Xu*, Organizational Studies and Psychology, University of Michigan (currently pursuing a master's degree in Design and Engineering at the University of Washington)

## PRE-DOCTORAL RESEARCH EXPERIENCE

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- 2016–2017 *Research Assistant*, Industrial Engineering and Management Sciences, Kellogg School of Management
- PI: Dr. Gail Berger
  - Explored how intragroup mechanisms of teams affects group effort and task performance
- 2015-2017 *Research Assistant*, Relationships, Affiliation, Power, and Threat in Organizations Lab, Kellogg School of Management
- PI: Dr. Jon Maner (PhD student advisor: Charleen Case)
  - Explored the fundamental motives underlying behaviors in social hierarchies and their cognitive, emotional, and endocrinological processes
- 2014-2017 *Research Assistant*, Life-Span Development Lab, Northwestern University
- PI: Dr. Claudia Haase
  - Explored psychological outcomes across the life-span with a focus on emotional processes and developments; use physiological measures, behavioral observations, and subjective reports to study age-diverse samples with diverse study designs (e.g., experimental and longitudinal)