

# Julianna Pillemer

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## **EDUCATION**

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**Wharton School of Business, University of Pennsylvania** May 2019  
Ph.D. Candidate, Management

**Pomona College**  
B.A., *cum laude*, Psychology May 2009

## **PEER-REVIEWED PUBLICATIONS**

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1. **Pillemer, J.** & Rothbard, N. (2018). Friends without benefits: Understanding the dark sides of workplace friendship. *Academy of Management Review*, 43(4), 635-660.
2. Fisher, C.M., **Pillemer, J.**, & Amabile, T.M. (2018). Deep help in complex project work: Guiding and path-clearing across difficult terrain. *Academy of Management Journal*, 61(4), 1524–1553.
3. **Pillemer, J.**, Burke, D., & Graham, E. (2014). The face says it all: CEOs, gender, and predicting corporate success. *The Leadership Quarterly*, 25(5), 855-864.
4. Amabile, T. M., & **Pillemer, J.** (2012). Perspectives on the social psychology of creativity. *The Journal of Creative Behavior*, 46(1), 3-15.

## **MANUSCRIPTS UNDER REVIEW AND WORKS IN PROGRESS**

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1. Barsade, S., **Pillemer, J.**, & Coutfaris, C. Emotional contagion in organizations. (*Conditionally accepted at **Research in Organizational Behavior***).
2. **Pillemer, J.** Staged authenticity: Signaling and perceiving authenticity in professional relationships. (Dissertation).
3. **Pillemer, J.** & Grant, A. Seeing the goodness within: Being authentic with customers is only effective when you are also prosocially motivated.
4. Fisher, C., **Pillemer, J.**, & Amabile, T. When the thought doesn't count: Understanding ineffective helping processes in organizations.
5. **Pillemer, J.**, Rebele, R., & Grant, A. You only get what you give: The positive effects of giving peer recognition for citizenship on performance and engagement.
6. **Pillemer, J.**, Murphy, C., & Harrison, S. Understanding collective creativity and identity processes among Instagram artists.

## **PRACTITIONER-ORIENTED ARTICLES AND TEACHING MATERIALS**

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1. Amabile, T., Fisher, C., & **Pillemer, J.** (2014). IDEO's culture of helping. (cover story). *Harvard Business Review*, 92(1-2), 54-61.

2. Leary, K., **Pillemer, J.**, & Wheeler, M. (2012). Negotiating with emotion. *Harvard Business Review*, 91(1-2), 96-103.
3. Wheeler, M. & **Pillemer, J.** Moral Decision-Making: Reason, Emotion, and Luck. *Harvard Business School Case* No. 910-029.

## **CONFERENCE PRESENTATIONS**

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1. Dobson, K. & **Pillemer, J.** (August, 2018). Authenticity and social connections at work. Co-organizer of OB Division *Showcase Symposium* at the **Academy of Management (AOM) Annual Meeting**, Chicago, IL.
2. Fisher, C.M., **Pillemer, J.** & Amabile, T. (August 2018). What happens next? The temporal dynamics and long-term consequences of prosocial behavior. Presenter in Symposium at the **Academy of Management (AOM) Annual Meeting**, Chicago, IL).
3. **Pillemer, J.** (March 2018). The art of seeming like your true self: Content and consequences of signaling authenticity in high self-enhancement contexts. Presented at **Identity Research Working Conference** at INSEAD.
4. **Pillemer, J.** & Rothbard, N. (August, 2017). Navigating close relationships at work: Challenges of connecting in a boundaryless world. Organizer of OB Division *Showcase Symposium* at the **Academy of Management (AOM) Annual Meeting**, Atlanta, GA.
5. **Pillemer, J.** (December, 2017) When good enough is better than best: Maximizing versus satisficing and employees' objective and subjective success. Paper presented at **INSEAD-Wharton consortium**, Singapore.
6. Fisher, C.M., **Pillemer, J.**, & Amabile, T.M. (August, 2016). How helping happens: Rhythms of help in creative projects. Paper presented at the **Academy of Management (AOM) Annual Meeting**, Anaheim, CA.
7. **Pillemer, J.** & Rothbard, N. (June, 2016). Friends without benefits: The dark side of workplace friendships. Paper presented at the **Positive Relationships at Work Annual Meeting**, Ithaca, NY.
8. Carton, A., Tussing, D. & **Pillemer, J.** (August 2015). The quandary of multiple meanings. Paper presented at the **Academy of Management (AOM) Annual Meeting**, Vancouver, Canada.
9. Fisher, C. M., Amabile, T. M., & **Pillemer, J.** (August, 2010). Giving and seeking help in creative teams: A field-study at a design firm. Paper presented at the **Academy of Management (AOM) Annual Meeting**, Montreal, Canada.

## **TEACHING**

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### **THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA**

Introduction to Management (undergraduate course) TA and Instructor of two recitation sections	2016
<ul style="list-style-type: none"> <li>• Instructor Ratings: <b>4.0/4.0</b> and <b>3.71/4.0</b></li> </ul>	
Foundations of Teamwork and Leadership (MBA course) TA	2014 - present
Organizational Behavior (undergraduate course) TA	2014 - 2015

## **AWARDS AND GRANTS**

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- Litton Industries Fellowship – \$6,000 (2018)
- Wharton-INSEAD Alliance Research Grant - \$14,500 (2018)
- Wharton Center for Human Resources Research Grant - \$8,500 (2018)

Robert Katz Emotions and Organization Research Grant - \$4,000 (2018)  
Wharton Center for Leadership and Change Management Research Grant, \$10,000 (2017)  
Outstanding Reviewer Award, Academy of Management Annual Conference, OB division (2017)  
Wharton Center for Leadership and Change Management Research Grant, \$5,000 (2015)

## **SERVICE AND MEMBERSHIPS**

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**ACADEMY OF MANAGEMENT** 2013 - present  
Reviewer for Annual Meeting, OB and MOC divisions

**IDEAS LAB (WHARTON)** 2017 - present  
Co-founder and Lab Manager (Identity, Diversity, Engagement, Affect, and Social Relationships)

**IMPACT LAB (WHARTON)** 2013 - present  
PhD Mentor in Professor Adam Grant's research lab

**THE PHD PROJECT** 2016  
Selected by Dean's office as Wharton doctoral student representative for annual conference

## **WORK EXPERIENCE**

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**CENTER FOR CREATIVE LEADERSHIP** September 2012 - May 2013  
*Research Analyst*, Colorado Springs, CO

**HARVARD BUSINESS SCHOOL** July 2009 - August 2012  
*Research Associate* to Professors Teresa Amabile and Michael Wheeler

**FULLBRIDGE PROGRAM** December 2011 - August 2012  
*Program Development Associate*