

Ekaterina Netchaeva

David Eccles School of Business, University of Utah | 1655 East Campus Center Dr, Salt Lake City, UT 84112 (801) 856-3338 | ekaterina.netchaeva@business.utah.edu

EDUCATION

Ph.D **David Eccles School of Business, University of Utah**, May 2014 (expected),
Management (Organizational Behavior)

Dissertation Title: Developing a model of jealousy expression and manifestation in organizational settings

Committee: Sigal Barsade (The Wharton School), Hannah Riley Bowles (Harvard Kennedy School), Arthur Brief (Chair), Flannery Garnett, and Gerardo Okhuysen (The Paul Merage School of Business)

BA **University of British Columbia**, May 2009, Psychology

BSc **University of British Columbia**, May 2009, Microbiology & Immunology

RESEARCH INTERESTS

Gender diversity; Emotions in the workplace; Contributions of individuals to teams

PUBLICATIONS

Brief, A. P.*, & Netchaeva, E.* “Affect at work: The history that was and the history that could have been.” (to appear in the *Handbook of Work Affect and Attitudes*)

WORKS IN REVIEW PROCESS

Kouchaki, M., Smith, I. H., & Netchaeva, E. “Who’s the fairest of them all? Fairness perceptions of group versus individual decision makers.” (revising for third review at *Organization Science*)

Netchaeva, E.*, Smith, I. H.*, Romney, A. C., Brief, A. P. “Finding meaning in life, one haircut at a time: The interactive effect of viewing work as a calling and economic need.” (under review at the *Academy of Management Journal*)

Netchaeva, E.*, Kouchaki, M.*, & Sheppard, L. D. “A woman’s place: Threat as an explanatory mechanism for men’s negative reactions to women in leadership positions.” (under review at the *Journal of Applied Psychology*)

Smith, A. N., Eisenkraft, N. E., Christian, M. C., Netchaeva, E., Salvador, R. O., & Brief, A. P., E. "Sexuality and everyday mistreatment at work: The role of gendered organizations." (under review at the *Academy of Management Journal*)

CONFERENCE PRESENTATIONS

Netchaeva, E., & Rees, M. (2014, February). More than just a pretty face? The professional motivations behind the lipstick effect. Poster to be presented at the Society for Personality and Social Psychology Annual Meeting, Austin, TX.

Rees, M., & Netchaeva, E. (2014, February). Does makeup really cover our flaws? The effects of beauty products on perceived and actual moral disengagement. Poster to be presented at the Society for Personality and Social Psychology Annual Meeting, Austin, TX.

Wareham, J. D., Netchaeva, E., Sheppard, L., Overbeck, J. R. (2014, February). Being powerful and feeling (un)comfortable: The influence of gender, leadership style, and industry on men's and women's comfort with power. In J. R. Overbeck (Chair), Are power and gender mutually reinforcing or offsetting? Symposium to be conducted at the Society for Personality and Social Psychology Annual Meeting, Austin TX.

Netchaeva, E.*, Smith, I. H.*, Romney, A. C., Brief, A. P. (2013, August). Finding meaning in life: The interactive effect of viewing work as a calling and economic need. Paper presented at the Academy of Management Conference, Orlando, FL.

Smith, A., Christian, M., Salvador, R., Brief, A., & Netchaeva, E. (2013, August). Sexuality and everyday mistreatment at work: The role of gendered organizations. Paper presented at the Academy of Management Annual Meeting, Orlando, FL.

Netchaeva, E., Kouchaki, M., & Sheppard, L. (2013, April). Oh the fear – a woman is here! Threat as a mediator for men's hostile reactions to women in leadership positions and women in general. Poster presented at Society for Industrial and Organizational Psychology Conference, Houston, TX

Kouchaki, M., Smith, I., & Netchaeva, E. (2012, August). Fairness perceptions of group versus individual decision makers. Paper presented at the Academy of Management Conference, Boston, MA.

Chuapetcharasopon, P., LeRoy, Z. P., Hakstian, A. R., Netchaeva, E., Desjardins, N., & Siu, L.W. (2010, June). Does employment-related motivational distortion on the big five scales vary across Holland's RIASEC occupational types? Symposium conducted at the 71st annual convention of the Canadian Psychological Association, Winnipeg, MB.

WORKS IN PROGRESS

Netchaeva, E.*, & Rees, M.* "More than just a pretty face: Examining the professional image enhancement as the explanation for the lipstick effect." (manuscript preparation for submission)

Netchaeva, E., & Kouchaki, M. (Order of authorship has not yet been established). “Examining the effect of gender-related organizational policies on organizational attractiveness.” (manuscript preparation for submission)

Bonner, B. L., Baumann, M. R., Netchaeva, E., Romney, A. C., Bienczak, M. “When expertise matters: How groups coordinate to leverage differentially valuable member knowledge.” (manuscript preparation for submission)

Netchaeva, E., Okhuysen, G., Soderberg, A., & Smith, I. H. (Order of authorship has not yet been established). “Examining ethical considerations in group work.” (data analysis stage)

Netchaeva, E., & Rees, M. (Order of authorship has not yet been established). “Examining the impact of makeup use among professional women on their actual ethical behaviors and others’ perceptions of their ethicality.” (data analysis stage)

Netchaeva, E., Sheppard, L. D., & Wareham, J. D. (Order of authorship has not yet been established). “Exploration of conditions under which females feel uncomfortable holding positions of power.” (data analysis stage)

Netchaeva, E., & Kouchaki, M. (Order of authorship has not yet been established). “Exploring the effect of ovulation on women’s behavior in the workplace.” (data analysis stage)

Netchaeva, E., & Sheppard, L. D. (Order of authorship has not yet been established). “Investigating factors affecting women’s desire to participate in the workforce.” (data collection stage)

Netchaeva, E., & Rees, M. (Order of authorship has not yet been established). “Exploring the impact of makeup use on women’s behavior in the workplace.” (data collection stage)

TEACHING INTERESTS

Organizational behavior, Diversity, Negotiations, Groups and teams, Leadership

TEACHING EXPERIENCE

Teaching Assistant, David Eccles Schools of Business, University of Utah

MGT 3681: *Honors Human Behavior in Organizations*, 2009-2011

MGT 3680: *Human Behavior in Organizations*, Winter 2012

MGT 6500: *Managerial Negotiation*, Winter 2013

Lecturer, David Eccles School of Business, University of Utah

MGT 3680: *Human Behavior in Organizations*, Summer 2012

- Instructor Effectiveness Rating 5.4/6

PROFESSIONAL MEMBERSHIP

Academy of Management, American Psychological Association, Society for Industrial and Organizational Psychology

PROFESSIONAL ACTIVITIES

Ad-Hoc Reviewer, Academy of Management Annual Meeting, 2010 - present

LANGUAGES

Russian (Fluent), French (Fluent)