

Ekaterina Netchaeva

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ACADEMIC POSITIONS

Bocconi University

Assistant Professor of Management and Technology, September 2014 – present

London Business School

Visiting Assistant Professor of Organizational Behavior, January 2019 –December, 2019

EDUCATION

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

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

Committee: Sigal Barsade (Wharton School), Hannah Riley Bowles (Harvard Kennedy School), Arthur Brief (Chair, David Eccles School of Business), Flannery Garnett (David Eccles School of Business), and Gerardo Okhuysen (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 in organizations; Affect at work; Contributions of individuals to teams

PUBLICATIONS (* Denotes equal contribution)

Kouchaki, M., Smith, I. H., & Netchaeva, E. (2015). Not all fairness is created equal: Fairness perceptions of group versus individual decision makers. *Organization Science*, 26(5), 1301-1315.

Netchaeva, E.*, Kouchaki, M.*, & Sheppard, L. D. (2015). A man's (precarious) place: Men's experienced threat and self-assertive reactions to female superiors. *Personality and Social Psychology Bulletin*, 41(9), 1247-1259.

Bonner, B. L., Baumann, M. R., & Netchaeva, E. (2015). Adapting to fill the void: Dynamic group coordination as a function of differing domain roles and instrumentality. *European Journal of Social Psychology*, 46, 63-76.

Smith, I. H., Netchaeva, E., Soderberg, A., & Okhuysen, G. (2015). The behavioral ethics of deontology and utilitarianism: Are they as separable as they seem? *Academy of Management Proceedings 2015: Best Paper*.

Netchaeva, E.*, & Rees, M.* (2016). Strategically stunning: Examining the professional motivations behind the lipstick effect. *Psychological Science*, 27, 1157-1168.

Netchaeva, E., & Kouchaki, M. (2018). The woman in red: Examining the effect of ovulatory cycle on women's perceptions and behaviors towards women. *Personality and Social Psychology Bulletin*, 44(8), 1180-1200.

Oc, B., Netchaeva, E., & Kouchaki, M. (2021). It's a man's world! The role of political ideology, gender role attitudes, and threat in the early stages of leader recruitment. *Organizational Behavior and Human Decision Processes*, 162, 24-21.

Kouchaki, M., Oc, B., & Netchaeva, E. (2021). Breaking the cycle of bias that works against women leaders. *MIT Sloan Management Review*.

MANUSCRIPTS IN REVIEW PROCESS (* Denotes equal contribution)

Netchaeva, E., & Sheppard, L. D. [Title redacted for review process] (2nd revision at *Journal of Vocational Behavior*)

Magni, M., Ilies, R., Netchaeva, E., & Yao, J. [Title redacted for review process] (Revise and Resubmit at *Management Information Systems Quarterly*)

Romney, A. C., Smith, I. H., Netchaeva, E., & Brief, A. P. [Title redacted for review process] (Under review at *Journal of Business Ethics*)

Smith, I. H., Soderberg, A.,* Netchaeva, E.,* & Okhuysen, G. [Title redacted for review process] (Revise and Resubmit at *Journal of Business Ethics*)

CONFERENCE PRESENTATIONS AND ACTIVITIES (* Denotes equal contribution)

Magni, M., Netchaeva, E., & Ilies, R. (2019, May). The effect of daily afterhours mobile use on work concentration and spousal interactions at home. Paper presented at the European Association for Work and Organizational Psychology Meeting, Turin, Italy.

Netchaeva, E., & Sheppard, L. (2018, August). A meta-analytic review of gender differences in ambition for leadership roles. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.

Netchaeva, E. (2018, August). Roundtable discussion host in the “Acing the Job Talk” Professional Development Workshop conducted at the Academy of Management Annual Meeting, Chicago, IL.

Netchaeva, E. (2017, August). Roundtable discussion host in the “Acing the Job Talk” Professional Development Workshop conducted at the Academy of Management Annual Meeting, Atlanta, GA.

Netchaeva, E.*, Oc, B.*, & Kouchaki, M. (2017, August). It’s a man’s world! The role of political ideology in the hiring process for leadership positions. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA.

Netchaeva, E., Smith, I., Romney, A., & Brief, A. (2016, December). Finding meaning in life: The interactive effect of viewing work as a calling and economic need. Paper presented at the 2nd symposium on meaningful work, Auckland, New Zealand.

De Stefano, F., Camuffo, A., & Netchaeva, E. (2016, September). Questioning the effect of firm-specific human capital on staffing decisions: An experimental approach. Paper presented at the Strategic Management Society Annual Meeting, Berlin, Germany.

Netchaeva, E. (2016, August). Jealousy: More than sex-based. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.

Netchaeva, E., & Kouchaki, M. (2016, January). The woman in red: Examining the effect of ovulatory cycle on women’s perceptions and behaviors towards women. In E. Netchaeva (Chair), Ovulatory shifts in women’s mating psychology: New methods, evidence, and best practices. Symposium conducted at the Society for Personality and Social Psychology Annual Conference, San Diego, CA.

Netchaeva, E., & Sheppard, L. D. (2015, August). A man’s (precarious) place: Men’s felt threat and self-assertive reactions to female superiors. Paper presented at the Academy of Management Annual Meeting, Vancouver, BC.

Netchaeva, E., Kouchaki, M., & Sheppard, L. D. (2015, June). A man’s (precarious) place: Men’s felt threat and self-assertive reactions to female superiors. Paper presented at the Center for Research on Innovation, Organization, and Strategy, Bocconi University.

Smith, I. H., Netchaeva, E., Soderberg, A., & Okhuysen, G. (2015, August). The behavioral ethics of deontology and utilitarianism: Are they as separable as they seem? Paper presented at the Academy of Management Annual Meeting, Vancouver, BC.

Netchaeva, E., Rees, M., & Kouchaki, M. (2014, May). She can do no wrong: The effect of woman’s sexuality on perceptions of her unethical behavior. In M. Rees (Chair), The sex appeal of sexuality: How social-sexual behavior affects workplace interactions. Symposium conducted at the Association for Psychological Science Annual Convention, San Francisco, CA.

Netchaeva, E., & Rees, M. (2014, May). Softening the heart by softening the face: The effect of makeup use on prosocial behavior. Poster presented at the Association for Psychological Science Annual Convention, San Francisco, CA.

Netchaeva, E., & Kouchaki, M. (2014, May). Turned off by empowerment: Understanding women's perceptions of organizational gender-principles. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, Honolulu, HI.

Netchaeva, E., & Rees, M. (2014, February). More than just a pretty face? The professional motivations behind the lipstick effect. Poster 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 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 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 Annual Meeting, 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 the Society for Industrial and Organizational Psychology Annual Meeting, 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 Annual Meeting, 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 (* Denotes equal contribution)

Netchaeva, E., Ilies, R., Magni, M., & Yao, J. “What we are pushed to do versus what we want to do: Comparing the unique effects of citizenship pressure and actual citizenship behavior on fatigue and well-being.” (manuscript preparation for submission)

Netchaeva, E., Ilies, R., Lin, K., & Aw, S. “The effect of sharing events with one’s spouse on spousal’s attitudinal and behavioral reactions: An ESM approach” (manuscript preparation for submission)

Netchaeva, E., Soda, G., & Tortoriello, M. “Examining the impact of facial features on the formation of organizational networks.” (manuscript preparation for submission)

Netchaeva, E., Kouchaki, M., & Oc, B. “Exploring the effect of daily sexism on women’s attitudes and behaviors at work and at home” (data analysis stage)

Netchaeva, E. & Overbeck, J. “Examining the effects of sequences of female vs. male leader behaviors on subordinates’ perceptions of them” (data collection stage)

SELECTED MEDIA COVERAGE

My research has been covered by numerous media outlets, including *Atlantic*, *Psychology Today*, *Yahoo Finance*, *Daily Mail*, *Huffington Post*, *Business Insider*, *ScienceDaily*, *BBC radio*, *Eurekalert* and others. (links available upon request)

INVITED TALKS

November, 2013	London School of Economics
November, 2013	Bocconi University
December, 2014	Sussex University
February, 2017	University of Western Australia
October, 2018	SDA Bocconi School of Management
January, 2019	London Business School
December 2019	Imperial College London

GRANTS

Young Researcher Grant (Bocconi University, 2015): €5,220
Early Career Researcher Grant (University of Western Australia, 2017): AUD 7,693
Faculty Research Grant (Melbourne Business School, 2017): AUD 12,000
Young Research Grant (Bocconi University, 2017): €8,000

TEACHING EXPERIENCE

Instructor, Bocconi University

- 30288: *Leadership and Managerial Skills* (Undergraduate), Winter 2016 (.83/1)
- 30298: *Diversity Management and Policy* (Undergraduate), Winter 2015 (.91/1), Winter 2016 (.90/1), Winter 2017 (.89), Winter 2018 (.87)

- 30262: *Leadership Skills* (Undergraduate), Fall 2014 (.83/1), Fall 2015 (.87/1), Fall 2016 (.84), Fall 2017 (.96; .90), Fall 2018 (.89; 91)
- 20172: *Collaborative Competences* (MSc), Fall 2014 (.78/1), Fall 2015 (.91/1), Fall 2016 (.89/1)
- *Advanced Topics in Organization and Management Theory* (PhD), Fall 2014 (.84/1)

Instructor, David Eccles School of Business, University of Utah

MGT 3680: *Human Behavior in Organizations* (Undergraduate), Summer 2012 (5.4/6)

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

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

MGT 3680: *Human Behavior in Organizations* (Undergraduate), Winter 2012

MGT 6500: *Managerial Negotiation* (MBA), Winter 2013

TEACHING INTERESTS

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

PROFESSIONAL MEMBERSHIPS

Academy of Management, Society for Industrial and Organizational Psychology, Society for Personality and Social Psychology

PROFESSIONAL AND UNIVERSITY SERVICE ACTIVITIES

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

Co-organized seminar series for the Department of Management and Technology, Bocconi University, 2016-2018

Participated in weekly Bocconi University OB lab aimed at providing research feedback to PhD students and junior colleagues, 2017-2019.

LANGUAGES

English (fluent), Russian (fluent), French (basic), Italian (basic)