

EMILY HSU

Ph.D. Candidate, Washington University in St. Louis, Olin Business School
Knight Hall 501, One Brookings Drive, St. Louis, MO 63130
Email: emilyhsu@wustl.edu || Phone: (510) 798-2394 || <https://emily-hsu.com/>

EDUCATION

Washington University in St. Louis, Olin Business School (expected) 2026

Ph.D. in Business Administration (Organizational Behavior),

M.S. in Business Administration (Organizational Behavior) 2023

Doctoral Dissertation: *Up, down, and all around: Emotional whiplash and its effects on interpersonal trust and relationships at work*

Doctoral Committee: Andrew Knight (Chair), Ashley Hardin, Hillary Anger Elfenbein, Giselle Antoine, and Gerben van Kleef

University of California, San Diego 2020

B.S. in Psychology with Specialization in Social Psychology (*summa cum laude*),

Rady School of Management Business Minor,

Division of Biological Sciences General Biology Minor

University of California San Diego Extension 2019

Specialized Certificate in Business Intelligence Analysis

RESEARCH INTERESTS

I believe that individuals at work are emotional beings embedded within a network of relationships and, critically, within a dynamic, rapidly changing world. My research thus strives to investigate the following three streams in an interrelated, complementary fashion: emotions and the sociality of human experience, interpersonal relationships and dynamics, and the changing world of work (e.g., remote/hybrid work, AI technology, shifting expectations for employee performance).

PEER REVIEWED PUBLICATIONS

Winchester, C. C., Hsu, E., Campbell, E. M., & Call, M. L. (2025) Underperformance by design: A scoping review and research agenda of intentional task underperformance at work. *Journal of Management*. [Advance Online Publication](#).

MANUSCRIPTS UNDER REVIEW & WORKING PAPERS

Huang, H. C., Hsu, E., & Baer, M. AI adoption and creativity. (*1st round R&R, Journal of Applied Psychology*)



Winchester, C. C., **Hsu, E.**, Campbell, E. M., & Rogers, K. M. Intentionally underperforming. (*under review, Journal of Applied Psychology*)

Hsu, E. & Antoine, G. E. Workplace shaming behavior. (*finalizing manuscript, target: Academy of Management Review*)

Hsu, E.*, Jurkiewicz, O.*, Gu, Y., Jamieson, J., & Oveis, C. Emotion co-regulation, stress, and team coordination. (*revising manuscript, target: Personnel Psychology; *co-first authorship*)

SELECT ONGOING RESEARCH

Hsu, E. Emotions in the workplace review. (*preparing proposal, target: Academy of Management Annals, dissertation essay 1*)

Hsu, E. Emotional whiplash. (*conducting additional analyses*)

Hsu, E. & Strachan, M. J. Nostalgia in crisis management. (*analyzing archival data*)

Hsu, E., Zhang, J., & Liang, A. X. CEOs, transgressions, and employee activism. (*analyzing data*)

Hsu, E. Virtual affective convergence. (*conducting additional analyses*)

INVITED RESEARCH TALKS

Louisiana State University: Ourso College of Business, Rucks Department of Management	2025
The University of Hong Kong: HKU Business School, Management and Strategy Area	2025
Washington University in St. Louis: Olin Business School, Behavioral Science (Departments of Organizational Behavior and Marketing)	2025
University of Montana: College of Business, Department of Management & Marketing	2025
University of Pennsylvania: The Wharton School, Management Department (Organizational Behavior Area)	2024

AWARDS & HONORS

- AOM Annual Meeting OB Division Best Paper Award 2025
- AOM Annual Meeting CM Division Scholarship Award (\$600) 2025
- Artificial Intelligence in Management Conference Best PhD Paper Award (Finalist) 2025
- Bauer Leadership Center Research Grant (\$10,000) 2024–25
- Bauer Leadership Center Research Grant (\$8,346.95) 2024–25
- Olin Ph.D. Research Grant (\$500) 2024–25
- AOM Annual Meeting MOC Division Best Symposium Award 2024
- INGRoup Student Gift Award (\$500) 2024

- *Selected as one of the students to be supported by Nancy Moreland's donation in honor of her husband, Dick Moreland, one of the founders of INGRoup and a winner of the McGrath Award winner for Lifetime Achievement in the study of groups/teams*
- Buchan Prize (\$2000) 2024
 - *Recognition of exceptional research in the pre-dissertation phase of the Ph.D. program*
- Olin Ph.D. Research Grant (\$500) 2023–24
- Moog Scholar Award (\$1250) 2023
 - *Distinction for one OB doctoral student per year; nominated by OB faculty*
- UC San Diego Marshall College Provost Honors 2016–20
- Psi Chi Model Chapter Award 2018
- William F. Rogers Jr. Scholarship (\$2500) 2018

CHAired CONFERENCE SYMPOSIA

Hsu, E., & Jurkiewicz, O. (2024, August). *EASIER said than done? Examining social complexities of emotions at work*. Chaired symposium at the 84th Annual Meeting of the Academy of Management, Chicago, IL.

- **Winner of the AOM Annual Meeting MOC Division Best Symposium Award**
- **Speakers:** Emily Hsu, Olivia Jurkiewicz, Mandy O'Neill, Hooria Jazaieri, Anusuya Banerjee, Michael Johnson, Gerben van Kleef (Discussant)

Hsu, E., Jurkiewicz, O., & Antoine, G. E. (2023, August). *It's not you, it's me: Beyond the victims of shame, interpersonal views of shame in organizations*. Chaired symposium at the 83rd Annual Meeting of the Academy of Management, Boston, MA.

- **Speakers:** Emily Hsu, Olivia Jurkiewicz, Giselle Antoine, Becky Schaumberg, Gordon Scott, Michael Daniels (Discussant)

CONFERENCE PRESENTATIONS

Hsu, E. (2025, July). *Fielding emotional curveballs: How observing emotional whiplash expressions impacts relational trust*. Paper presentation at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.

***Awarded Best Paper by AOM Annual Meeting OB Division**

Huang, H. C.*, **Hsu, E.**, & Baer, M. (2025, July). *Surfing the tech wave: A mindset intervention to boost AI adoption and creativity*. Paper presentation at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark. (**presenter*)

Hsu, E. & Antoine, G. E. (2025, July). *It's not you, it's me: A process model of workplace shaming*. Paper presentation at the 38th Annual Conference of the International Association for Conflict Management, Burlington, VT.

Huang, H. C.*, **Hsu, E.**, & Baer, M. (2025, March). *Surfing the tech wave: A mindset intervention to boost AI adoption and creativity*. Paper presentation at the 5th Annual Artificial Intelligence in Management Conference, Marina Del Rey, CA. (**presenter*)

***Finalist for Best PhD Paper Award**

- Hsu, E.** (2024, August). *Up, down, and all around: Effects of emotional whiplash on interpersonal trust and relationships*. In E. Hsu & O. Jurkiewicz (Chairs), *EASler said than done? Examining social complexities of emotions at work*. Symposium presentation at the 84th Annual Meeting of the Academy of Management, Chicago, IL.
- Hsu, E.** & Bottom, W. P. (2024, August). *More than fashion: Nostalgia's rose-colored glasses for crisis and interpersonal emotion management*. In C. Bradley & L. L. Greer (Chairs), *Talking about our own emotions and the emotions of others at work*. Symposium presentation at the 84th Annual Meeting of the Academy of Management, Chicago, IL.
- Winchester, C. C.*, **Hsu, E.**, Campbell, E. M., & Rogers, K. M. (2024, August). *That's enough? An inductive study of strategic underperformance at work*. Paper presentation at the 84th Annual Meeting of the Academy of Management, Chicago, IL. (*presenter)
- Hsu, E.** (2024, August). *Up, down, and all around: Effects of emotional whiplash on interpersonal trust and relationships*. Paper presentation at the 14th Annual International Conference on Emotions and Organizational Life (EMONET XIV), Chicago, IL.
- Hsu, E.**, Jurkiewicz, O., Gu, Y., Jamieson, J., & Oveis, C. (2024, July). *On the same wavelength? Physiological evidence that suppressing emotions disrupts teammates' emotion co-regulation during stressful teamwork*. Paper presentation at the 19th Annual INGRoup Conference, Charlotte, NC.
- Hsu, E.** (2023, August). *Zoom in, zoom out: Affective convergence in virtual teams and the role of videoconferencing layouts*. Paper presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA.
- Hsu, E.** (2023, August). *Workplace shaming behavior: On carving and canceling emotional organizational cancel cultures*. In E. Hsu, O. Jurkiewicz, & G. E. Antoine (Chairs), *It's not you, it's me: Beyond the victims of shame, interpersonal views of shame in organizations*. Symposium presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA.
- Winchester, C. C.*, **Hsu, E.**, Campbell, E. M., & Rogers, K. M. (2023, August). *Is enough actually enough? An inductive study of strategic underperformance at work*. Paper presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA. (*presenter)
- Hsu, E.** (2023, July). *Zoom in, zoom out: Affective convergence in virtual teams and the role of videoconferencing layouts*. Paper presentation at the 18th Annual INGRoup Conference, Bellevue of Eastside Seattle, WA.
- Hsu, E.**, Gu, Y., Jamieson, J., & Oveis, C.* (2023, March). *Suppressing emotions disrupts teammates' parasympathetic physiological linkage*. Paper presentation at the Society for Affective Science 2023 Annual Conference, Long Beach, CA. (*presenter)
- Hsu, E.**, Gu, Y., Jamieson, J., & Oveis, C. (2022, August). *Collaborating together, coordinating better? Examining emotional and physiological dynamics in teams*. Paper presentation at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

TEACHING EXPERIENCE

- Instructor, Washington University in St. Louis** Fall 2022
- B56 OB 461: Negotiation (8.06/10)
- Teaching Assistant, Washington University in St. Louis**
- OB 4620: Leadership in Organizations Spring 2026
Undergraduate course for Dr. Alyssa Liang
 - OB 4610: Negotiation Spring 2026
Undergraduate course for Professor Jaina Zhang
 - B66 OB 7260: Team Development and Assessment Fall 2025
Executive MBA course for Dr. Andrew Knight
 - B66 OB 6537: Teamwork and Leading Organizations Fall 2025
Section 1: MBA course for Dr. Giselle Antoine
Section 21: Online MBA course for Dr. Giselle Antoine
 - OB 4300/5300: Creative Thinking and Leading Creative Teams & Orgs Fall 2025
4300: Undergraduate course for Dr. Markus Baer
5300: MBA course for Dr. Markus Baer
 - B66 OB 8524: Negotiations Spring 2024
Online MBA course for Dr. Bill Bottom
 - B66 OB 727: Negotiations and Conflict Management Spring 2024
Executive MBA course for Dr. Bill Bottom
 - B66 OB 500F: Foundations for Impactful Teamwork Summer 2022
MBA course for Dr. Andrew Knight
 - B66 OB 8537: Teamwork and Leading Organizations Spring 2022
Online MBA course for Dr. Andrew Knight
 - B56 OB 461: Negotiation Spring 2022
Undergraduate course for Professor Aditi Vashist
- Teaching Assistant, University of California, San Diego**
- PSYC 178: Industrial Organizational Psychology Spring 2020
Undergraduate course for Dr. Dale Glaser
 - PSYC 104: Social Psychology Fall 2018
Undergraduate course for Dr. David Frederick

ACADEMIC & PROFESSIONAL SERVICE

Service to the Academy of Management

- Ph.D. Student Representative (elected), Organizational Behavior Division Executive Committee 2022–2025
 - Ph.D. Student Co-Chair, OB Doctoral Consortium Committee 2022–2023
- New Doctoral Student Consortium (NDSC) Organizing Committee 2021–2024
 - Chair, Marketing Subcommittee 2022–2024
 - Member, Logistics Subcommittee 2021–2022
- Invited presenter, MOC Development and Outreach for Conference Success (MOC-DOCS) Virtual Event 2024

- Mentor, Organizational Behavior Adopt-a-Member Initiative 2023
- Reviewer, AOM Annual Meetings (OB, MOC, CM Divisions) 2022–present

Service to Washington University in St. Louis

Olin Business School – Ph.D. Program

- Ph.D. Student Panelist (appointed), DocNet Recruiting Forum 2024
- Organizational Behavior Area Representative (elected), Doctoral Student Committee 2022–2024
- Disciplinary Discussion Leader (appointed), Teaching Orientation 2023
 - Olin Business School graduate student representative
 - Center for Teaching and Learning (CTL) and Office of Graduate Studies
- Organizational Behavior Student Leader (appointed), Olin Highlight Ph.D. Recruitment Event 2023–2025
 - Presenter and facilitator, OB Roundtable and Q&A 2023–2024
 - Student presenter, OB Flash Talks 2024–2025
- Ph.D. Student Contributor, Student Profile Library 2023
 - WashU Olin feature: <https://olin.wustl.edu/about/why-olin/student-outcomes/profiles/emily-hsu.php>

Olin Business School – Organizational Behavior Department

- Organizer, Doctoral Student Professional Development Speaker Workshop Series 2022–2025
- Organizer, Ph.D. Student Brown Bags 2022–2025
- First-Year Ph.D. Student Mentor 2022–2024

Other

- Reviewer, IACM Annual Conference 2025–present
- Reviewer, INGRoup Annual Conference 2023–present
- Student Contributor, ASQ Blog 2021–2023
 - Publication: <https://tinyurl.com/asqblog-hsu>
- Undergraduate Lab Manager, UC San Diego Emotion & Empathy Lab 2019–2020

MEMBERSHIPS

- Academy of Management (OB and MOC Divisions)
- American Psychological Association
- Emotions Network (EMONET)
- International Association for Conflict Management (IACM)
- Interdisciplinary Network for Group Research (INGRoup)
- Phi Beta Kappa
- National Society of Collegiate Scholars

REFERENCES

Andrew Knight, Ph.D.

Professor of Organizational Behavior
Washington University in St. Louis
St. Louis, MO 63130

knightap@wustl.edu

Ashley Hardin, Ph.D.

Associate Professor of Organizational Behavior
Washington University in St. Louis
St. Louis, MO 63130

ahardin@wustl.edu

Markus Baer, Ph.D.

Professor of Organizational Behavior
Washington University in St. Louis
St. Louis, MO 63130

baer@wustl.edu