

MAIA J YOUNG

UNIVERSITY OF CALIFORNIA, IRVINE
PAUL MERAGE SCHOOL OF BUSINESS
maia.young@uci.edu

ACADEMIC APPOINTMENTS

Associate Professor of Organizations & Management The Paul Merage School of Business, UC Irvine	2017 – Present
Visiting Associate Professor, Organisational Behaviour London Business School	2021 – 2022
Associate Professor of Management & Organizations Anderson School of Management, UCLA	2011 – 2017
Assistant Professor of Human Resources & Organizational Behavior Anderson School of Management, UCLA	2004 – 2011

EDUCATION

Ph.D., Organizational Behavior Stanford University, Stanford CA	2004
B.A.S. Psychology (honors), Stanford University, Stanford CA	1997

PUBLICATIONS

(* denotes current or former student)

- *Portocarero, F., Newbert, S., Young, M. J., & *Zhu, L. (accepted for publication for January 2025). The affective revolution in entrepreneurship: An integrative conceptual review and guidelines for future investigation. *Journal of Management*.
- *Zhu, L. Y., Young, M. J., & Bauman, C. W. (2024). Linking anxiety to passion: Emotion regulation and entrepreneurs' pitch performance. *Journal of Business Venturing*, 39, 105421.
- *Zhu, L. Y., Bauman, C. W., & Young, M. J. (2023). Unlocking creative potential: Reappraising emotional events facilitates creativity for conventional thinkers. *Organizational Behavior and Human Decision Processes*, 174, 104209.
- *Jung, H. & Young, M. J. (2019). Motivated to confront: How experiencing anger mitigates anchoring bias. *Journal of Behavioral Decision Making*, 32, 493-503.
- *Chen, N. & Young, M. J. (2018). The Relationship between Belief in Stable Luck and a Propensity for Superstition: The Cultural Influence of Agency Beliefs. *Journal of Cross-Cultural Psychology*, 49, 1098-1113.

- Shih, M., Young, M. J., & *Bucher, A. (2013). Working to reduce the effects of discrimination: Identity management strategies in organizations. *American Psychologist*, 68, 145-157.
- *Chen, N., & Young, M. J. (2013). The effect of personal injustice on attributions for the success of others. *Basic and Applied Social Psychology*, 35, 200-211.
- Young, M. J., Morris, M. W., & *Scherwin, V. (2013). Managerial mystique: Magical thinking in judgments of managers' vision, charisma, and magnetism, *Journal of Management*, 39, 1044-1061.
- Young, M. J., Bauman, C. W., *Chen, N., & Bastardi, A. (2012). The pursuit of missing information in negotiation. *Organizational Behavior and Human Decision Processes*, 117, 88-95.
- Zemba, Y. & Young, M. J. (2012). Assigning credit to organizational leaders: How Japanese and Americans differ. *Journal of Cross-Cultural Psychology*, 43, 899-914.
- *Jung, H. & Young, M. J. (2012). The de-biasing effect of incidental anger on externally-provided anchors. *Journal of Behavioral Decision Making*, 25, 435-442.
- Young, M. J., Morris, M. W., Burrus, J., Krishnan, L., & Regmi, M. P. (2011). Deity and destiny: Patterns of fatalistic thinking in Christian and Hindu cultures. *Journal of Cross-Cultural Psychology*, 42, 1030-1053.
- Young, M. J., Tiedens, L. Z., *Jung, H., & *Tsai-M.-H. (2011). Mad enough to see the other side: Anger and the search for disconfirming information. *Cognition and Emotion*. 25, 10-21.
- *Tsai, M.-H. & Young, M. J. (2010, shared first authorship). Anger, fear, and escalation of commitment. *Cognition and Emotion*, 24, 962-973.
- Young, M. J., *Chen, N., & Morris, M. W. (2009). Belief in stable and fleeting luck and achievement motivation. *Personality and Individual Differences*, 47, 150-154.
- Tiedens, L. Z., Unzueta, M. M., & Young, M. J. (2007). An unconscious desire for hierarchy?: The motivated perception of dominance complementarity in task partners. *Journal of Personality and Social Psychology*, 93, 402-414.
- Morris, M. W., Sheldon, O., Ames, D. R., & Young, M. J. (2007). Metaphors and the market: Consequences and preconditions of agent and object metaphors in stock market commentary. *Organizational Behavior and Human Decision Processes*, 102, 174-192.
- Fu, H., Chiu, C., Morris, M. W., & Young, M. J. (2006). Spontaneous inferences from cultural cues: Varying responses of cultural insiders and outsiders. *Journal of Cross-Cultural Psychology*, 38, 1-18.
- Zemba, Y., Young, M. J., & Morris, M. W. (2006). Blaming leaders for organizational accidents: Proxy logic in collective-versus individual-agency cultures. *Organizational Behavior and Human Decision Processes*, 101, 36-51.

Simonson, I., Kramer, T., Young, M. J. (2004). Effect propensity: The distribution of switchers' choices in the reference state as a determinant of the direction of effects on choice. *Organizational Behavior and Human Decision Processes*, 95, 156-174.

MANUSCRIPTS IN PREPARATION FOR SUBMISSION

Young, M. J., *Zhu, L. Y. & *Wang, Y. Making the parts whole: Integrating disparate conceptualizations of discrete emotions and how they shape workplace outcomes.

Zemba, Y. & Young, M. J. Responsibility judgments in outcomes caused by AI: A Japan-US Comparison.

BOOK CHAPTERS

Shih, M., & Young, M.J. (2015). Identity management strategies in colorblind workplaces. In Neville, H.A., Gallardo, M.E., and Sue, D.W. (Eds.). *The Myth of Racial Color Blindness: Manifestations, Dynamics, and Impact*. Washington, D.C: American Psychological Association.

Young, M. J. & Sarin, R. (2014). Fostering meaning, social connection, and well-being through Hindu beliefs and practices. In Prieto, C.-P. (ed.), *Religion and Spirituality Across Culture, Cross-Cultural Advances in Positive Psychology 9* (pp. 87-100). Springer Science + Business Media.

Young, M. J. & Morris, M. W. (2004). Existential meanings and cultural models: The interplay of personal and supernatural agency in American and Hindu ways of responding to uncertainty. In J. Greenberg, S. L. Koole, & T. Pyszczynski (Eds.), *Handbook of Experimental Existential Psychology* (pp. 215-230). New York: Guilford Press.

Morris, M. W. & Young, M. J. (2002). Linking culture to behavior: Focusing on more proximate cognitive mechanisms. In F. Dansereau & F. Yammarino (Eds.), *Advances in Cross-Level Organizational Research*. Greenwich, CT: JAI Press.

CONFERENCE PRESENTATIONS

Zhu, L., Young, M. J., & Bauman, C. W. (August, 2023). *Linking Anxiety to Passion: Emotion Regulation Boosts Entrepreneurs' Pitch Performance*. Presented as a finalist for the Kauffman Best Paper Award in Entrepreneurial Cognition, Academy of Management annual meeting.

Arundel, P. & Young, M. J. (August, 2023). *Morality evaluations in Uncivil Human-AI Interactions*. Academy of Management annual meeting.

Zemba, Y. & Young, M. J. (July, 2022). *Public perceptions of AI's moral ability and responsibility: A Japan-US Comparison*.

Zhu, L. & Young, M. J. (symposium co-organizer, August 2021). *Managing with emotions: Harnessing benefits and mitigating detrimental effects at work*. Academy of Management annual meeting.

- Zhu, L. & Young, M. J. (August, 2021). *Projecting passion: Connecting anxiety to passion improves entrepreneur pitch performance*. Academy of Management annual meeting.
- Zhu, L. & Young, M. J. (June, 2021). *Projecting passion: Connecting anxiety to passion improves entrepreneur pitch performance*. Babson College Entrepreneurship Research Conference.
- Zemba, Y. & Young, M. J. (July 2020). Responsibility Judgment for Outcomes Caused by AI: Japan-US Comparisons. (Accepted for oral presentation; conference delayed to 2021 due to COVID-19).
- Zhu, L.Y. & Young, M. J. (June 2020). *Evoking passion to regulate anxiety improves entrepreneurial pitches*. Babson College Entrepreneurship Research Conference, Knoxville, TN. (Accepted for presentation; conference canceled due to COVID-19).
- Portocarrero, F.F., Newbert, S.L., Young, M.J., & Zhu, L.Y. (June 2020). *The affective revolution in entrepreneurship: A systematic review and guidelines for further revolt*. Babson College Entrepreneurship Research Conference, Knoxville, TN. (Accepted for presentation; conference canceled due to COVID-19).
- Zhu, Y. L., Bauman, C. W., & Young, M. J. (March 2020). *Unlocking creative potential: Reappraising emotional events facilitates creativity for conventional thinkers*. Western Academy of Management Conference, Waikoloa Village, HI. (Accepted for presentation; conference cancelled due to COVID-19).
- Jung, H., & Young, M. J. (March 2020). Resting on your laurels: The effect of pride on persistence at creative tasks. Western Academy of Management Conference, Waikoloa Village, HI. (Accepted for presentation; conference cancelled due to COVID-19).
- Zemba, Y. & Young, M. J. (October, 2019). Responsibility judgments in outcomes caused by AI. Japanese Society of Social Psychology. Paper to be presented at the meeting of 60th annual conference of the Japanese Society of Social Psychology, Tokyo.
- Young, M. J. & Zhu, L. (August 2019). How emotions move us: An integrative framework for emotions and decision making. Academy of Management, Boston, MA.
- Portocerro, F., Newbert, S. Young, M.J. & Zhu, L. (August 2019). The affective revolution in entrepreneurship. Academy of Management, Boston, MA.
- Jung, H. & Young, M. J. (November 2012). Motivated to argue against an anchor: Incidental anger reduces anchoring on other-provided anchors. Society for Judgment and Decision Making annual conference, Minneapolis, MN.
- Jung, H., Young, M. J., & Bauman, C. W. (June 2010). *What helps women ask for more? : The role of incidental fear in the initiation of negotiation*. International Association for Conflict Management, Boston, MA.

- Young, M. J., Tiedens, L. Z., Jung, H. & Tsai, M.-H. (2009 June). *Mad enough to see the other side: Anger and the confirmation bias*. International Association for Conflict Management, Kyoto, Japan.
- Young, M. J., Tiedens, L. Z., Jung, H. & Tsai, M.-H. (2009 June). *Mad enough to see the other side: Anger and the confirmation bias*. Emotions in Organizations Conference, Ann Arbor, Michigan.
- Tsai, M.-H. & Young, M. J. (2008 August). *Anger, fear, and the escalation of commitment*. Academy of Management, Anaheim, CA.
- Young, M. J., Tiedens, L. Z., & Jung, H. (2008 August). *Mad enough to see the other side: Anger and the confirmation bias*. Academy of Management, Anaheim, CA.
- Young, M. J., Chen, N., & Bastardi, A. (2008 August). *The pursuit of missing information in dispute resolution and negotiation*. Academy of Management, Anaheim, CA.
- Chen, N., & Young, M. J. (2008 July). *Lionizing the winner: The relationship between just world belief and attributions for others' success*. International Society for Justice Research, Adelaide, Australia.
- Chen, N. & Young, M. J. (2008 February). *Lionizing the winner: The relationship between just world beliefs and attributions for others' success*. Society for Personality and Social Psychology, Albuquerque, NM.
- Zemba, Y. & Young, M. J. (2007 August). *Assigning credit to organizational leaders: How Japanese and Americans differ*. Japanese Society of Social Psychology, Tokyo, Japan.
- Chen, N. & Young, M. J. (2007 August). *The relationship between culturally-emphasized luck beliefs and superstitious behavior*. Academy of Management, Philadelphia, PA.
- Scherwin, V. M., Young, M. J., & Overbeck, J. (2007 August). *What you don't know might not hurt you: Managerial knowledge about subordinates and its effects*. Academy of Management, Philadelphia, PA.
- Young, M. J. & Bastardi, A. (2007 July). *The pursuit of missing information: Implications for dispute resolution and negotiation*. International Association for Conflict Management, Budapest, Hungary.
- Chen, N., Young, M. J., Morris, M. W. (2007 January). *Luck, superstition, and achievement motivation: The illusion of control through luck beliefs*. Society for Personality and Social Psychology, Memphis, TN.
- Young, M. J., Morris, M. W., Krishnan, L., & Regmi, M. P. (2005 November). *Forms of fatalism*. Society for Personality and Social Psychology, Culture and Cognition Pre-conference, Palm Springs, CA.
- Unzueta, M., Tiedens, L. Z., & Young, M. J. (2005 August). *Complementary (but not always complimentary) construal of work partners*. Academy of Management, Honolulu, HI.

- Morris, M. W., Sheldon, O. J., Ames, D. R., & Young, M. J. (2005 August). *Metaphor and the stock market: Price trajectories, media commentary, and investor biases*. Academy of Management, Honolulu, HI.
- Young, M. J. & Morris, M. W. (2004 January). *Luck beliefs and achievement motivation in Chinese and North American cultures*. Society for Personality and Social Psychology, Austin, TX.
- Young, M. J., Morris, M. W., Krishnan, L., & Regmi, M. P. (2003 August). *Controlled by higher powers: Fatalism and the influence of Judeo-Christian and Hindu cultures*. Academy of Management, Seattle, WA.
- Zemba, Y., Young, M. J., Morris, M. W. (2003 August). *Intuitive logics for blaming managers for organizational harms: How Japanese differ from Americans*. Academy of Management, Seattle, WA.
- Zemba, Y., Young, M. J., Morris, M. W. (2003 March). *Why are bosses blamed when innocent?: An alternative logic for blaming executives for organizational harms*. Japanese Group Dynamics Association, Kyoto, Japan.
- Simonson, I., Kramer, T., Young, M. J. (2002 May). *The effects of thinking on consumer choice*. Association for Consumer Research Pacific Rim Conference, Beijing, China.
- Simonson, I., Kramer, T., Young, M. J. (2002 October). *Putting context effects in context: The role of information about the choice of environment*. Association for Consumer Research U.S. Conference, Atlanta, GA.
- Simonson, I., Kramer, T., Young, M. J. (2002 November). *Effect propensity: The location of the reference state in the option space as a determinant of the direction of effects on choice*. Society for Judgment and Decision Making, Kansas City, MO.
- Young, M. J. & Morris, M. W. (2001 November). *Beliefs in personal control and fate: Exploring variations and consequences in North American and Hindu Indian contexts*. Cultural Effects on Cognition Conference, Russell Sage Foundation, New York, NY.

INVITED PRESENTATIONS

- University of Colorado, Boulder (to be presented October (2024))
- Carnegie Mellon University, Tepper School of Business (2024)
- University of Navarra, IESE Business School (2022)
- London Business School, Research lab group (2022)
- Vanderbilt University, Owen School of Business (2019)
- University of California-Riverside, School of Business (2019)
- University of California-Irvine, Psychological Science Department (2019)
- Stanford University, Department of Psychology (2018)
- University of Southern California, Marshall School of Business (2018)
- Cal Poly, San Luis Obispo, Orfalea College of Business (2018)
- University of Utah, David Eccles School of Business (2016)

- Booth School of Business, University of Chicago (2015)
- College of Business, Oregon State University (2014)
- College of Business, City University of Hong Kong (2011)
- University of Illinois, Urbana-Champaign (2011)
- Foster School of Business, University of Washington, Seattle (2011)
- Psychology department, University of Washington, Seattle (2010)
- Rotman School of Business, University of Toronto (2010)
- Department of Business Administration, University of Washington-Bothell (2009)
- Psychology department, University of Southern California (2009)
- Foster School of Business, University of Washington, Seattle (2009)
- Psychology department, University of California, Los Angeles (2008)
- Psychology department, University of Southern California (2005)
- Psychology department, University of California, Riverside (2005)
- Psychology department, University of California, Los Angeles (2004)
- Stern School of Business, New York University, (2004)
- Harvard Business School, Harvard University (2004)
- Booth School of Business, University of Chicago (2004)
- Kellogg School of Management, Northwestern University (2004)
- Anderson School of Management, University of California, Los Angeles (2004)
- Psychology department, Stanford University (2003)

IN THE MEDIA

Videos

- TEDx: Learn Why Anger Can Open Your Mind, UCLA Anderson, 2016.
<https://www.youtube.com/watch?v=J1KaKhodZb4&t=31s>
- Dent: Managerial Mystique: How Charisma is Crafted, Sun Valley ID, 2013.
<https://www.youtube.com/watch?v=fPpr6jXdE-o&t=228s>

Radio or podcasts

- Experian [Level Up Leadership Podcast](#) (2019).
- Canadian Broadcasting Corporation (CBC) Radio (2018, October). [Is luck real? A probability expert untangles the difference between fate and chance.](#)
- Progressive Radio Network (2011, March). [How Anger Can Make Us More Rational.](#)

Print or online articles

- Gupta, S. (2024, August 8). [Nervous about a meeting? New research says you can make your anxiety work for you.](#) *Fast Company*.
- Hutson, M. (2016, September). [The Charisma Effect: How to bend people to your will,](#) *The Atlantic*.
- Oksman, O. (2016, July). The psychology of luck: How superstition can help you win, *The Guardian*.
- Flora, C. (2015, March). [How luck works,](#) *Aeon Magazine*.
- Feinberg, P. (2015, January). [Anderson professor shows reputation is a measure of your mystique,](#) *UCLA Newsroom*.
- Kravitz, L. D. (2014, September). [4 Ways Businesses, Like People, Can Be More Resilient,](#) *The Huffington Post*.

- Dowden, C. (2014, June). [Why You Should Believe in Luck](#), *Psychology Today*.
- Price, M. (2012, December). [Getting Back Your Mojo](#), *Science Magazine*.
- Evje, B. (2012, January). [The Magic of Leadership](#), *Inc.com*.
- McCorvey, J. J. (2011, October). [The Characteristics of a Great Leader](#), *Inc. Magazine*.
- Gardella, A. (2010, May). [Women: Want a raise? Think scary thoughts](#), *CBS Moneywatch*.
- Western, K. (2010, March). Your lucky numbers, *Men's Health*, p. 136.
- Palmquist, M. (2009, Winter). How emotions affect decision making. *Strategy + Business*, p. 134-135.
- Hutson, M. (2009, September-October). Magic touchpad." *Psychology Today*, p. 11.
- Hutson, M. (2009, July-August). Get lucky. *Psychology Today*, p. 18.
- *The Economist* (2005, July 23-29). Mind your language: Metaphors can move markets, p. 69.
- Morin, R. (2005, August 5). Unconventional wisdom: Words that matter. *The Washington Post*.
- Walker, T. (2005, October 7). Stock-speak: Researcher says media characterizations of market activity subtly influence investors. *The Atlantic Journal-Constitution*.

HONORS AND FELLOWSHIPS

- UCI Paul Merage School of Business Executive Education Professor of the Year, 2020
- UCI Paul Merage School of Business Faculty Exceptional Service Award, 2020
- Provost's Leadership Academy at UCI, participant, 2018
- Eric and "E" Juline Faculty Excellence in Research Award, UCLA Anderson School, 2008
- UCLA Center for International Business Education & Research Faculty Grant recipient, 2008
- Carolyn Dexter Award Nominee, Academy of Management, 2003

TEACHING

Executive MBA Courses

- Organizational Leadership for Executives, EMBA, UCI
- Organizational Behavior for Health Care Professionals, HCEMBA
- Leadership Communication Module A
- Organizational Behavior, UCLA

Fully-Employed MBA Courses

- Executive Leadership Residential, UCI
- The Emotionally-Intelligent Leader, UCLA
- Leadership Foundations, UCLA

MBA Courses

- The Emotionally-Intelligent Leader, UCI
- Leadership Strategies
- Organizational Behavior, UCLA
- Leadership Foundations, UCLA
- Lifelong Leadership UCLA

PhD Courses

- Core PhD Course in Micro OB, UCI
- Establishing Your Academic Career, UCI
- Core PhD Course in Micro OB, UCLA
- PhD Course in Research Methodology

- Colloquium in Human Resources & Organizational Behavior

Leadership Development Institute, UCI Paul Merage School

- Faculty lead and instructor, Living in California Program
- OIT LEAP Program
- QTC CHIEF Program
- Women's Leadership Certificate
- KAIST Summer Program
- Mazda

SERVICE

Service to the Field

- *Nevertheless She Persisted* Symposium facilitator, Academy of Management Conference 2023

School and University Service

- Baccalaureate Marshal, Merage graduation 2024
- Personnel Committee, 2023-present
- UCLA + UCI DEIB Summit 2023, session presenter
- Merage School Professor of Teaching Summer Support Taskforce (Chair), 2022
- Council for Educational Policy (CEP), 2022-2024
 - Subcommittee on Policy and Assessment (SCPA)
- Host, Undergraduate Student Town Hall on Anti-AAPI Violence, April 2021
- Founder, Experiences, Access, Technology, & Resources (EATR) for undergraduate instructors
- Associate Dean of Undergraduate Programs, July 2018 – 2021
 - Spearheaded launch of Online Cohort for Business Administration Transfer Students
 - Undergraduate Business Administration rankings rose from #38 to #30 in *U.S. News & World Report* during my tenure
- Provost's Leadership Academy Subcommittee on Diversity Statements, July 2018-June 2019
- Job Crafting, 2 sessions of professional development for all UCI Merage School staff, 2017
- UCLA Anderson Task Force on Scholarly Directions and Academic Organization, 2016
- UCLA Anderson Faculty Credo point-person, 2016
- Doctoral Liaison for Management & Organizations at UCLA Anderson, 2013-2016
- Graduate Research Mentorship Program Review Committee, 2016
- UCLA Anderson Task Force on Scholarly Directions and Academic Organization, 2016
- Management & Organizations Communications 2 Curriculum Development Committee, 2016
- UCLA Women & Philanthropy, Event Guest Speaker, 2016
- UCLA Anderson Alumni Network, Event Guest Speaker, 2016
- EMBA graduation, Faculty attendee, 2016
- A-Days Faculty Spotlight Speaker, 2016
- Women's Leadership Conference speaker, 2014
- Anderson Curriculum Committee, 2013-2015
- Hellman Grant Selection Committee, 2012
- Anderson 2016 Strategic Task Force, 2011-2012
- UCLA Legislative Assembly, 2006-2009
- Non-Voting member of UCLA Anderson School Staffing Committee, 2006-2007
- Coordinator and Liaison, PhD recruiting for HROB, UCLA Anderson, 2005-2007

Dissertation Committee Chair

- Yuxuan (Lily) Zhu, Organization and Management, UCI, 2022

- Heajung Jung, Management and Organizations, UCLA, 2013
- Ning Chen, Human Resources and Organizational Behavior, UCLA, 2009

Dissertation Committee Member

- Florencio Portocarerro, Organization and Management, UCI, 2022
- Hohjin Im, Psychological Science, UCI, 2020
- Damani Lewis, Graduate School of Education and Information Studies, UCLA, 2019
- Travis Tillman, Graduate School of Education and Information Studies, UCLA, 2018
- Vicki. M. Scherwin, Human Resources and Organizational Behavior, UCLA, 2009
- Sabrina Pagano, Psychology, UCLA, 2007

Other Advising

- Elena Chen, UROP/Senior Honors Thesis, UCI, 2022
- Ania Siedlecka, Psychology, UCLA, 2009 (Secondary Advisor for First-Year Doctoral Project)

Professional Committees

- Making Connections Committee, Academy of Management Organizational Behavior Division, 2012-2015
- Scientific Affairs Committee, Academy of Management Organizational Behavior Division, 2011

Editorial Board Member

- *Journal of Behavioral Decision Making*
- *California Management Review*

Ad hoc reviewer

- *Academy of Management Journal*
- *Emotion*
- *European Journal of Social Psychology*
- *Journal of Behavioral Decision Making*
- *Journal of Business Ethics*
- *Journal of Business Research*
- *Journal of Business Venturing*
- *Journal of Personality and Social Psychology*
- *Management Science*
- *Organizational Behavior and Human Decision Processes*
- *Organization Science*
- *Personality and Individual Differences*
- *Personality and Social Psychology Bulletin*
- *Psychological Science*

Ad hoc reviewer

- National Science Foundation
- Social Sciences and Humanities Research Council of Canada

Community Service

- Keynote Speaker, *She is Intentional* Conference, Junior League of Orange County, 2024
- Stanford Graduate School of Business Alumni Racial Equity Initiative Task Force, member, 2021
- Keynote Speaker, Experian, 2019

Professional Affiliations

- Academy of Management
- American Psychological Society
- International Association for Conflict Management
- Society for Personality and Social Psychology
- UCLA Human Resources Round Table (HARRT) Faculty Associate, 2004-2017