

MAIA J YOUNG

UNIVERSITY OF CALIFORNIA, IRVINE
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ACADEMIC POSITIONS

Associate Professor of Organizations & Management The Paul Merage School of Business, UC Irvine	2017 – Present
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 DOCTORAL STUDENT)

- *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., & *Schervin, 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 UNDER REVIEW

- Young, M. J. & *Zhu, L. How emotions move us: An integrative framework for emotions and decision making. Submitted to *Organizational Behavior and Human Decision Processes*.
- *Zhu, L., Bauman, C. W., & Young, M. J. Unlocking creative potential: Reappraising emotional events facilitates creativity for conventional thinkers. Submitted to *Organizational Behavior and Human Decision Processes*.

MANUSCRIPTS IN PREPARATION FOR SUBMISSION

- Bauman, C.W. & Young, M.J. First offers and underconfidence in negotiations: Range offers asymmetrically amplify bargaining position strengths and weaknesses.

*Portacero, F., Newbert, S. Young, M.J. & *Zhu, L. The affective revolution in entrepreneurship.

RESEARCH IN PROGRESS

Porath, C. & Young, M. J. Incivility may be costly, but does civility really pay?: How civility enhances performance.

*Jung, H. & Young, M. J. Pride's twofold effects on creativity.

Zemba, Y. & Young, M. J. Responsibility judgments in outcomes caused by AI.

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

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.

Portacero, 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

- 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=J1KaKKhodZb4&t=31s>
- Dent: Managerial Mystique: How Charisma is Crafted, Sun Valley ID, 2013.
<https://www.youtube.com/watch?v=fPpr6jXdE-o&t=228s>

Radio

- Canadian Broadcasting Corporation (CBC) Radio (2018, October). Is luck real? A probability expert untangles the difference between fate and chance. <https://www.cbc.ca/radio/thecurrent/the-current-for-october-9-2018-1.4854745/is-luck-real-a-probability-expert-untangles-the-difference-between-fate-and-chance-1.4850859>
- Progressive Radio Network (2011, March). How Anger Can Make Us More Rational. <http://www.progressiveradionetwork.com/health-headlines/2011/3/9/m-young-1-tiedens-how-anger-can-make-us-more-rational.html>

Print or online articles

- Hutson, M. (2016, September). The Charisma Effect: How to bend people to your will, *The Atlantic*. <http://www.theatlantic.com/magazine/archive/2016/09/the-charisma-effect/492740/>
- Oksman, O. (2016, July). The psychology of luck: How superstition can help you win, *The Guardian*. <https://www.theguardian.com/lifeandstyle/2016/jul/25/psychology-donald-trump-win-luck-superstition>

- Flora, C. (2015, March). How luck works, *Aeon Magazine*. <http://aeon.co/magazine/psychology/does-lucky-luck-exist-or-do-you-make-your-own/>
- Feinberg, P. (2015, January). Anderson professor shows reputation is a measure of your mystique, *UCLA Newsroom*. <http://newsroom.ucla.edu/stories/anderson-professor-shows-reputation-is-a-measure-of-your-mystique>
- Kravitz, L. D. (2014, September). 4 Ways Businesses, Like People, Can Be More Resilient, *The Huffington Post*. http://www.huffingtonpost.com/lee-daniel-kravetz/4-ways-businesses-like-pe_b_5784382.html
- Dowden, C. (2014, June). Why You Should Believe in Luck, *Psychology Today*. <http://www.psychologytoday.com/blog/the-leaders-code/201406/you-may-be-your-own-lucky-charm>
- Price, M. (2012, December). Getting Back Your Mojo, *Science Magazine*. http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2012_12_07/caredit.a1200133
- Evje, B. (2012, January). The Magic of Leadership, *Inc.com*. <http://www.inc.com/brian-evje/the-magic-of-leadership.html>
- McCorvey, J. J. (2011, October). The Characteristics of a Great Leader, *Inc. Magazine*. <http://www.inc.com/topic/maia+young>
- Gardella, A. (2010, May). Women: Want a raise? Think scary thoughts, *CBS Moneywatch*. <http://blogs.bnet.com/management/?p=1735>
- 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

- Provost's Leadership Academy at UCI, selected 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 Behavior for Health Care Professionals, HCEMBA, UCI, 2017
- Leadership Communication Module A, UCI, 2018-2019
- Organizational Behavior, UCLA, 2014 & 2015.

Fully-Employed MBA Courses

- Executive Leadership Residential, UCI, 2018-2019
- Leadership Strategies, UCI, 2017-2018
- The Emotionally-Intelligent Leader, UCLA, 2011-2016.

- Leadership Foundations, UCLA, 2007-2012.

MBA Courses

- Organizational Behavior, UCLA, 2005-2008, 2010-2012.
- Leadership Foundations, UCLA, 2005-2012.
- Lifelong Leadership UCLA, 2005

PhD Courses

- Core PhD Course in Micro OB, 2012, 2016.
- PhD Course in Research Methodology, 2008-2009.
- Colloquium in Human Resources & Organizational Behavior, 2005-2006, (co-led) 2006-2009

SERVICE

University Service

- Associate Dean of Undergraduate Programs, July 2018 – present
- Provost's Leadership Academy Subcommittee on Diversity Statements, July 2018-June 2019
- 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, expected defense 2021
- Florencio Portacero, Organization and Management, UCI, expected defense 2021
- Heajung Jung, Management and Organizations, UCLA, 2013
- Ning Chen, Human Resources and Organizational Behavior, UCLA, 2009

Dissertation Committee Member

- 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

Secondary Advisor for First Year Project

- Ania Siedlecka, Psychology, UCLA, 2009

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 Research*
- *Journal of Personality and Social Psychology*
- *Management Science*
- *Organizational Behavior and Human Decision Processes*
- *Organizational 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

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