

# JESSICA J. W. PAEK

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## ACADEMIC POSITIONS

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**Indiana University, Kelley School of Business** 2024–Present  
Assistant Professor, Department of Management and Entrepreneurship

## EDUCATION

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Ph.D. **Duke University, Fuqua School of Business** 2024  
Management and Organizations

B.A. **Columbia University** 2018  
Psychology, Business Management concentration, *Hons., Cum Laude*

## RESEARCH INTERESTS

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Motivation, Goal pursuit, Prosocial behavior, Workplace relationships, Leadership

## ACADEMIC PUBLICATIONS

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**Paek, J. J. W., & Kakkar, H.** (Conditionally accepted). To Give a Fish or to Teach How to Fish: Examining Leaders' Autonomy or Dependency Helping Behaviors. *Journal of Applied Psychology*.

- **Winner of 2021 AOM Best Paper Award (Conflict Management Division)**

\*Goya-Tocchetto, D., \***Paek, J. J. W.**, & Wade-Benzoni, K. A. (In press). From Telling a Life Story to Creating One: Finding Meaning and Supporting Prosocial Action Through Legacy Motive Activation. *Academy of Management Perspectives*. \*Denotes equal authorship. <https://doi.org/10.5465/amp.2023.0322>

**Paek, J. J. W.**, Goya-Tocchetto, D. & Wade-Benzoni, K. A. (2025). The Andrew Carnegie Effect: Legacy motives increase the intergenerational allocation of wealth to collective causes. *Social Psychological and Personality Science*, *16*(2), 139-148. <https://doi.org/10.1177/19485506231201684>

Ma, A., **Paek, J. J. W.**, Liu, F., & Kim, J. (2024). Threats to personal control fuel similarity-attraction. *Proceedings of the National Academy of Sciences*, *121*(43), e2321189121. <https://doi.org/10.1073/pnas.2321189121>

\*Wingrove, S. C., \***Paek, J. J. W.**, Ponce de Leon, R., & Fitzsimons, G. M. (2023). Tying the Value of Goals to Social Class. *Journal of Personality and Social Psychology*, *125*(4), 699-719. \*Denotes equal authorship. <https://doi.org/10.1037/pspa0000346>

**Paek, J. J. W.,** Zee, K. S., Fitzsimons, G. M., & Higgins, E. T. (2022). Congratulations, so happy for you! Promotion motivation predicts social support for positive events. *Motivation Science*, 8(4), 285-297. <https://doi.org/10.1037/mot0000272>

## **PRACTITIONER PUBLICATIONS**

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Ma, A., **Paek, J. J. W.,** Liu, F., & Kim, J. (2024). Why Forming Diverse Teams is Harder in Uncertain Times. *Harvard Business Review*. <https://hbr.org/2024/12/research-why-forming-diverse-teams-is-harder-in-uncertain-times>

## **MANUSCRIPTS INVITED FOR REVISION & UNDER REVIEW**

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**Paek, J. J. W.,** & Fitzsimons, G. M. Two Steps Forward, One Step Back: How Progress Steadiness Affects Motivation. Reject and resubmit at *Journal of Personality and Social Psychology*.

## **SELECTED WORKS IN PROGRESS**

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**Paek, J. J. W.,** & Tai, K. Slow and steady wins the race: The effect of perceptions of employees' unsteady task progress on promotability. *Working paper for Journal of Applied Psychology: 4 studies with 781 participants completed.*

- **Nominee for 2024 AOM Best Student-Led Paper Award (Managerial and Organizational Cognition Division)**

**Paek, J. J. W.,** & Fitzsimons, G. M. Being enabled? When and why help has negative consequences. *Working paper for Journal of Personality and Social Psychology: 8 studies with 5,148 participants completed.*

**Paek, J. J. W.,** & Kakkar, H. When given a fish versus offered a fishing rod: Outcomes of receiving different types of help at work. *Working paper for Journal of Applied Psychology: 3 studies with 1,094 participants completed.*

**Paek, J. J. W.,** Ma, A., Hu, X., & Larrick, R. P. The Impact of Leaders' Perceived Decision Speed on Observers' Evaluations of Leaders. *Working paper for Organization Science: 4 studies with 1,711 participants completed.*

**Paek, J. J. W.,** Fox, M., Burmeister-Lamp, K., & Wade-Benzoni, K. A. Firm founding as self-extension: Legacy motivation predicts entrepreneurship. *Working paper for Journal of Applied Psychology: 3 studies with 791 participants completed.*

- **Nominee for 2022 Best Conference Theme Paper Award, International Family Enterprise Research Academy**

**Paek, J. J. W.,** Kanze, D., & Wade-Benzoni, K. A. Legacy motivations & Entrepreneurship: A field experiment. *Data collection in progress: 1 ongoing field study with 165 participants.*

Buchanan, E., ... **Paek, J. J. W.** Measuring the Semantic Priming Effect Across Many Languages. *Pre-registration accepted at Nature Human Behavior.*

## AWARDS & HONORS

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Best Student-Led Paper Award Nominee, AOM MOC Division	2024
KSEA-NC 3-Minute Lightning Talk Competition 3 <sup>rd</sup> Place	2023
Best Conference Theme Paper Award Nominee, IFERA	2022
Lim Kim San Fellowship at Singapore Management University	2022
Kenan Institute for Ethics Graduate Fellowship	2021–2022
Best Theoretical/Empirical Paper Award, AOM CM Division	2021
Advanced Consortium on Cooperation, Conflict, and Complexity Scholarship	2021
SPSP Graduate Registration/Travel Award	2021
SPSP Undergraduate Student Poster Award 1 <sup>st</sup> Place Winner	2018
Columbia University Senior Thesis Funding	2018
SPSP Diversity Undergraduate Registration Award	2017
Columbia University Science Research Symposium Honorarium	2017
Psi Chi National Psychology Honors Society	2017
Departmental Honors Program in Psychology	2016–2018
Columbia University Dean's List	2014–2018

## CHAired SYMPOSIA

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**Paek, J. J. W.** (2024, February). Motivation in diverse contexts. Symposium presented at the *Annual Convention of the Society for Personality and Social Psychology*, San Diego, CA.

**Paek, J. J. W.** (2023, February). In the face of failure. Symposium presented at the *Annual Convention of the Society for Personality and Social Psychology*, Atlanta, GA.

**Paek, J. J. W.** (2022, August). When goal pursuit strategies and beliefs lead us astray: Unexpected negative effects on motivation. Symposium presented at the *Annual Meeting of the Academy of Management*, Seattle, WA.

## CONFERENCE PRESENTATIONS (\*presenting author)

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\***Paek, J. J. W.**, & Fitzsimons, G. M. Two Steps Forward, One Step Back: How Progress Steadiness Affects Motivation.

*International Association for Conflict Management*, Burlington, VT, 2025.

*Society for Personality and Social Psychology*, Atlanta, GA, 2023.

*Academy of Management*, Seattle, WA, 2022.

*Society for Personality and Social Psychology Motivation Science Preconference*, San Francisco, CA, 2022.

\***Paek, J. J. W.**, & Fitzsimons, G. M. Being enabled? When and why help has negative consequences.

*Society for Personality and Social Psychology*, Denver, CO, 2025.

*Academy of Management*, Chicago, IL, 2024.

*Society for Personality and Social Psychology*, San Diego, CA, 2024.

\***Paek, J. J. W.**, & Tai, K. Slow and steady wins the race: The effect of perceptions of employees' unsteady task progress on promotability.

*Academy of Management*, Chicago, IL, 2024.

*Society for Personality and Social Psychology Social Cognition Preconference*, San Diego, CA, 2024.

\***Paek, J. J. W.**, \*Goya-Tocchetto, D., & Wade-Benzoni, K. A. The Andrew Carnegie Effect: Legacy motives increase the intergenerational allocation of wealth to collective causes.

*Academy of Management*, Chicago, IL, 2024.

*Positive Organizational Scholarship Research Conference*, Ann Arbor, MI, 2022.

*Society for Personality and Social Psychology*, Virtual, 2021.

\***Paek, J. J. W.**, & Kakkar, H. To Give a Fish or to Teach How to Fish: Examining Leaders' Autonomy or Dependency Helping Behaviors.

*Duke University Fuqua School of Business Interdisciplinary Lunch*, 2022.

*Academy of Management*, Virtual, 2021.

*International Association for Conflict Management*, Virtual, 2021.

*Transatlantic Doctoral Conference*, Virtual, 2021.

*East Coast Doctoral Conference*, Virtual, 2021.

*Society for Personality and Social Psychology Group Processes and Intergroup Relations Preconference*, Virtual, 2021.

\***Paek, J. J. W.**, & Kakkar, H. When given a fish vs. offered a fishing rod: Outcomes of receiving contrasting types of help.

*Academy of Management*, Seattle, WA, 2022.

\*Ma, A., \***Paek, J. J. W.**, Liu, F., & Kim, J. Threats to personal control fuel similarity-attraction.

*Society for Personality and Social Psychology*, Denver, CO, 2025.

*Academy of Management*, Seattle, WA, 2022.

*Society for Personality and Social Psychology*, San Francisco, CA, 2022.

Gai, S., Fung, A., Lee, M. K., Sugiyama, K., & \***Paek, J. J. W.** The research and realities of Asians/Asian Americans in academia, business, and society. Professional Development Workshop (PDW) organized and chaired.

*Academy of Management*, Seattle, WA, 2022.

\*Fox, M., **Paek, J. J. W.**, Burmeister-Lamp, K., & Wade-Benzoni, K. A. Firm founding as self-extension: Legacy motivation predicts entrepreneurship.

*International Family Enterprise Research Academy*, Santander, Spain, 2022.

\***Paek, J. J. W.**, Ma, A., & Larrick, R. P. Persistent preference for leaders who make fast decisions: Decision speed impacts leader evaluations.

*Academy of Management*, Virtual, 2021.

## TEACHING

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<b>Instructor, <i>Leadership / Managing Behavior in Organizations—Honors</i></b> Indiana University, Kelley School of Business	Spring 2025
<b>Instructor, <i>Innovation and Entrepreneurship Business Fundamentals Bootcamp</i></b> Duke University	2022, 2024
<b>Instructor, Duke Doctoral Academy, <i>Leading Teams</i></b> Duke University	2020, 2022
<b>Reciprocity Ring Workshop Facilitator, <i>Power and Negotiations</i></b> Duke University	2021
<b>Teaching Assistant, Duke University, Fuqua School of Business</b> Negotiations, Fall 2021, Spring 2021, Spring 2022, Spring 2023, Spring 2024 Leadership and Development, Spring 2019, Fall 2021, Summer 2022, Summer 2023 Navigating Organizations, Spring 2020, Spring 2021, Spring 2022, Spring 2023 Critical Thinking and Collaboration, Fall 2018, Fall 2019	2018–2024
<b>Guest Lecturer, <i>Thinking and Decision Making</i></b> Columbia University	2018
<b>Teaching Assistant, Columbia University</b> Thinking and Decision Making, Spring 2018 Social Psychology, Fall 2017	2017–2018

## PROFESSIONAL SERVICE

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AOM Asian Americans in Business Academia (AABA) Committee Member AABA Mentor for PhD Student Coaching	2021–Present 2025
Early-stage PhD peer Mentor, Academy of Management MOC division	2022–2023
Ad-Hoc Reviewer <i>Journal of Personality and Social Psychology</i> <i>Organizational Behavior and Human Decision Processes</i> Academy of Management Annual Meeting Reviewer IACM Paper Submission Reviewer SPSP Diversity Undergraduate Registration Award Reviewer	2024 2023 2020–Present 2021 2020

## UNIVERSITY SERVICE

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Indiana University PhD Student Recruiting Committee	2025
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Duke University  
New Student Mentor 2021–2022  
Interdisciplinary Lunch Coordinator 2021  
Department Student Brown Bag Coordinator 2019–2020

Columbia University  
Odyssey Mentoring Program Alumni Mentor 2024  
Psychology Department Peer Advisor 2016–2018

**PROFESSIONAL AFFILIATIONS**

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Academy of Management (AOM)  
International Association for Conflict Management (IACM)  
Society for Personality and Social Psychology (SPSP)  
American Psychological Association (APA)