

JESSICA J. W. PAEK

Indiana University Kelley School of Business
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ACADEMIC POSITIONS

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

EDUCATION

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

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

PUBLICATIONS

*Goya-Tocchetto, D., *Paek, J. J. W., & Wade-Benzoni, K. A. (Conditionally accepted).
Legacy Motive Activation as a Catalyst for Prosocial Action. *Academy of Management Perspectives*. *Denotes equal authorship.

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*.
<https://doi.org/10.1073/pnas.2321189121>

Paek, J. J. W., Goya-Tocchetto, D. & Wade-Benzoni, K. A. (2024). The Andrew Carnegie Effect: Legacy motives increase the intergenerational allocation of wealth to collective causes. *Social Psychological and Personality Science*.
<https://doi.org/10.1177/19485506231201684>

*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>

MANUSCRIPTS INVITED FOR REVISION & UNDER REVIEW

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

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

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

SELECTED WORKS IN PROGRESS

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

Best Student-Led Paper Award Nominee, AOM MOC Division	2024
KSEA-NC 3-Minute Lightning Talk Competition 3 rd 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 st 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

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)

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

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.,** 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

Instructor, <i>Innovation and Entrepreneurship Business Fundamentals Bootcamp</i>	2022, 2024
Duke University	
2024 Evaluation: Mean = 4.6/5, Median = 5.0/5	
2022 Evaluation: Mean = 4.8/5, Median = 5.0/5	
Instructor, Duke Doctoral Academy, <i>Leading Teams</i>	2020, 2022
Duke University	
2022 Evaluation: Mean = 4.9/5, Median = 5.0/5	
2020 Evaluation: Mean = 4.8/5, Median = 5.0/5	
Reciprocity Ring Workshop Facilitator, <i>Power and Negotiations</i>	2021
Duke University	
Teaching Assistant, Duke University, Fuqua School of Business	2018–2024
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	
Guest Lecturer, <i>Thinking and Decision Making</i>	2018
Columbia University	
Teaching Assistant, Columbia University	2017–2018
Thinking and Decision Making, Spring 2018	
Social Psychology, Fall 2017	

SERVICE

Columbia University Odyssey Mentoring Program Alumni Mentor	2024–Present
Asian Americans in Business Academia Committee Member	2021–Present
Early-stage PhD peer Mentor, Academy of Management MOC division	2022–2023
Duke University	
New Student Mentor	2021–2022
Interdisciplinary Lunch Coordinator	2021
Department Student Brown Bag Coordinator	2019–2020
Columbia University	
Psychology Department Peer Advisor	2016–2018
Ad-Hoc Reviewer	
<i>Journal of Personality and Social Psychology</i>	2024
<i>Organizational Behavior and Human Decision Processes</i>	2023
Academy of Management Annual Meeting Reviewer	2020–Present
IACM Paper Submission Reviewer	2021
SPSP Diversity Undergraduate Registration Award Reviewer	2020

PROFESSIONAL AFFILIATIONS

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

REFERENCES

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