

JESSICA J. W. PAEK

Indiana University Kelley School of Business
1275 E 10th St. Hodge Hall 3129, Bloomington, IN 47405
jesspaek@iu.edu | www.jessica-paek.com

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

ACADEMIC PUBLICATIONS

*Goya-Tocchetto, D., *Paek, J. J. W., & Wade-Benzoni, K. A. (2026). From Telling a Life Story to Creating One: Finding Meaning and Supporting Prosocial Action Through Legacy Motive Activation. *Academy of Management Perspectives*, 40(1), 179–194.

*Denotes equal authorship. <https://doi.org/10.5465/amp.2023.0322>

Buchanan, E. M., Cuccolo, K., Heyman, T., van Berkel, N., Coles, N. A., Iyer, A., Peters, K., van't Veer, A. E., Montefinese, M., Maxwell, N. P., Taylor, J. E., Valentine, K. D., Arriaga, P., Barzykowski, K., Boucher, L., Collins, W. M., Vaidis, D. C., Aczel, B., Al-Hoorie, A. H., Ambrosini, E., ... Paek, J. J. W., ... Lewis, S. C. (2026). Measuring the semantic priming effect across many languages. *Nature Human Behaviour*, 10, 182–201. <https://doi.org/10.1038/s41562-025-02254-x>

Paek, J. J. W., & Kakkar, H. (2025). To Give a Fish or to Teach How to Fish: Examining Leaders' Autonomy and Dependency Helping Behaviors. *Journal of Applied Psychology*, 110(12), 1594–1619. <https://doi.org/10.1037/apl0001299>

- **Winner of 2025 Indiana University Kelley School of Business Research Award**
- **Winner of 2021 AOM Best Paper Award (Conflict Management Division)**

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

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

† Indicates graduate student at the time of submission

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

Paek, J. J. W., †Pei, P. D., & Tai, K. Consistently Inconsistent: The Effect of Unsteady Performance on Promotability. Revise and resubmit at *Journal of Applied Psychology*.

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

SELECTED WORKS IN PROGRESS

† Indicates graduate student at the time of collaboration

Paek, J. J. W., †Zhang, S., & 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. Built to Last: Entrepreneurs Illuminate Agentic and Communal Legacy Motivations. *Working paper for Journal of Applied Psychology: 3 studies with 791 participants completed.*

- **Finalist 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.*

AWARDS & HONORS

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| Alpha Kappa Psi Teachers' Excellence Award Finalist | 2026 |
| Indiana University Kelley School of Business Research Award | 2025 |
| Best Student-Led Paper Award Finalist, AOM MOC Division | 2024 |
| KSEA-NC 3-Minute Lightning Talk Competition 3 rd Place | 2023 |
| Best Conference Theme Paper Award Finalist, 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 |

ORGANIZED/CHAired SYMPOSIA

Paek, J. J. W. (2026, February). How Legacy Motives, Identity-based Role Allocation, Intellectual Humility, and Ethnic Diversity Shape Organizational and Societal Outcomes. Symposium presented at the *Annual Convention of the Society for Personality and Social Psychology*, Chicago, IL.

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. Two Steps Forward, One Step Back: How Progress Steadiness Affects Motivation.

Academy of Management, Philadelphia, PA, 2026.

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

Positive Organizational Scholarship Research Conference, Ann Arbor, MI, 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.**, *Fox, M., Burmeister-Lamp, K., & Wade-Benzoni, K. A. Built to Last: Entrepreneurs Illuminate Agentic and Communal Legacy Motivations.

Society for Personality and Social Psychology, Chicago, IL, 2026.

Academy of Management, Copenhagen, Denmark, 2025.

International Family Enterprise Research Academy, Santander, Spain, 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. Consistently Inconsistent: The Effect of Unsteady Performance 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.

***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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| Leadership <i>Managing Behavior in Organizations–Honors</i> Indiana University, Kelley School of Business <i>Alpha Kappa Psi Teachers' Excellence Award Finalist</i> | Spring 2025, Fall 2025 |
| <i>Innovation and Entrepreneurship Business Fundamentals Bootcamp</i> Duke University, Fuqua School of Business | 2022, 2024 |
| Duke Doctoral Academy, <i>Leading Teams</i> Duke University, Fuqua School of Business | 2020, 2022 |
| Reciprocity Ring Workshop Facilitator, <i>Power and Negotiations</i> Duke University, Fuqua School of Business | 2021 |
| Teaching Assistant, Duke University, Fuqua School of Business 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 |
| Guest Lecturer, <i>Thinking and Decision Making</i> Columbia University | 2018 |

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| Teaching Assistant, Columbia University | 2017–2018 |
| Thinking and Decision Making, Spring 2018 | |
| Social Psychology, Fall 2017 | |

PROFESSIONAL SERVICE

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| Ad-Hoc Reviewer | |
| <i>Academy of Management Journal</i> | 2026 |
| SPSP Graduate Student Poster Award Reviewer | 2025–2026 |
| <i>Personality and Social Psychology Bulletin</i> | 2025 |
| <i>Journal of Personality and Social Psychology</i> | 2024–Present |
| <i>Organizational Behavior and Human Decision Processes</i> | 2023 |
| Academy of Management Annual Meeting Reviewer | 2020, 2026 |
| IACM Paper Submission Reviewer | 2021–Present |
| SPSP Diversity Undergraduate Registration Award Reviewer | 2020 |
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| AOM Asian Americans in Business Academia (AABA) Committee Member | 2021–Present |
| AABA Mentor for PhD Student Coaching | 2025 |
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| Early-stage PhD peer Mentor, Academy of Management MOC division | 2022–2023 |

UNIVERSITY SERVICE

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| Indiana University | |
| Panelist for Doctoral Seminar on Experiments | 2026 |
| Guest Judge for Undergraduate Team Presentations (Innovation, Technology and Soft Power of South Korea course) | 2026 |
| Department Research Seminar Series Committee | 2025–2026 |
| PhD Student Recruiting Committee | 2025 |
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| Duke University | |
| Panelist for Fuqua Behavioral Lab In-Person Study Brownbag | 2025 |
| New Student Mentor | 2021–2022 |
| Interdisciplinary Lunch Coordinator | 2021 |
| Department Student Brown Bag Coordinator | 2019–2020 |
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| Columbia University | |
| Odyssey Mentoring Program Alumni Mentor | 2024 |
| Psychology Department Peer Advisor | 2016–2018 |

PROFESSIONAL AFFILIATIONS

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