

HAYLEY BLUNDEN

Wyss House, Harvard Business School, Boston, MA 02163
313 516-9104
HBlunden@hbs.edu

EDUCATION

- Ph.D.** Organizational Behavior, Harvard Business School, Boston, MA, *with Distinction* Expected May 2021
- M.B.A.** Columbia Business School, New York, NY, *with Dean's Honors and Distinction, Class Rank: 1/752* May 2013
- B.A.** The University of Virginia, Charlottesville, VA, Economics and Media Studies *with Distinction* May 2008

RESEARCH INTERESTS

Workplace communication challenges (e.g. feedback, advice, voice, global virtual work)
Interpersonal communication
New and emerging forms of work

RESEARCH

Publications

- Blunden, H.* & Brodsky, A.* (In press). "Beyond the emoticon: Are there unintentional cues of emotion in email?" *Personality and Social Psychology Bulletin*.
**Both authors contributed equally to this manuscript.*
- Blunden, H., Logg, J. M., Brooks, A. W., John, L.K. & Gino, F. (2019). "Seeker beware: The interpersonal costs of ignoring advice." *Organizational Behavior and Human Decision Processes*, 150, 83-100.
- John, L. K., Blunden, H., & Liu, H. (2019). Shooting the messenger. *Journal of Experimental Psychology: General*, 148(4), 644.
- Blunden, H. & Gino, F. (2018). "How the other half thinks: The psychology of advising." In *The Oxford Handbook of Advice*, edited by E.L. MacGeorge and L.M. Van Swol. New York: Oxford University Press.

Manuscripts Under Review

- Blunden, H.*, Yoon, J.*, Kristal, A., & Whillans, A. "Framing feedback giving as advice giving yields more critical and actionable input." *Invited revision at Management Science*.
**Both authors contributed equally to this manuscript.*
- John, L., Blunden, H., Milkman, K., & Gino, F. "The ineffectiveness of inconspicuous incentives: A field experiment on inattention." *Invited second round revision at Organizational Behavior and Human Decision Processes*.
- Blunden, H., & Steffel, M. "The downside of delegation: Interpersonal consequences of decision support requests." *Under review at Organizational Behavior and Human Decision Processes*.

Working Papers

- Blunden, H., Green, P. & Gino, F. "Distance and detail: Psychological distance promotes specific feedback delivery." Target: *Academy of Management Journal*.
- Blunden, H.*, Sohn, W.*, Brodsky, A., & Bernstein, E. "Time pressure and transitions in a new age of virtual work: The moderating role of job complexity." Target: *Organization Science*.
**Both authors contributed equally to this manuscript.*
- Brodsky, A., Blunden, H., & Burris, E. "The role of interaction frequency, mode, and target in predicting employee challenging voice." Target: *Academy of Management Journal*.
- Blunden, H. & Brodsky, A. "When time is on your side: Toward a temporal model of conflict escalation and de-escalation in virtual communication." Target: *Academy of Management Annals*.
- Cho, J., Morris, M.W. & Blunden, H., "Thinking like a chameleon: How diversity ideology shapes cultural adaptation." Target: *Journal of Applied Psychology*.

Selected Work in Progress

Green, P., Blunden, H., & Gino, F. "The social facilitation of effective feedback: Feedback giver mindset and the developmental nature of feedback messages." Manuscript in progress. Target: *Academy of Management Journal*.

Blunden, H., & Sherf, E. "Explaining closeness and critical feedback delivery." Data collection.

Blunden, H. "Interpersonal consequences of emotion expression in seeking advice." Data collection.

Blunden, H., Logg, J. M. "Leading the witness: Interpersonal benefits for anchoring in advice interactions." Data collection.

Kristal, A., Blunden, H., Yoon, J., & Whillans, A. "Closing the feedback gender gap by changing the meaning of feedback." Data collection.

Practitioner Articles

Bernstein, E., Blunden, H., Brodsky, A., Sohn, W., & Waber, B. (2020, July) "The Implications of Working Without an Office." *Harvard Business Review* Digital Article. <https://hbr.org/2020/07/the-implications-of-working-without-an-office>

Yoon, J., Blunden, H., Kristal, A., & Whillans, A.V. (2019, September 20) "Why Asking for Advice Is More Effective Than Asking for Feedback." *Harvard Business Review* Digital Article. <https://hbr.org/2019/09/why-asking-for-advice-is-more-effective-than-asking-for-feedback>

Blunden, H., Logg, J. M., Brooks, A.W., John, L.K., & Gino, F. (2019, May 10) "How Asking Multiple People for Advice Can Backfire." *Harvard Business Review* Digital Article. <https://hbr.org/2019/05/how-asking-multiple-people-for-advice-can-backfire>

John, L. K., Blunden, H., & Liu, H. (2019, April 17) "Research Confirms: When Receiving Bad News, We Shoot the Messenger." *Harvard Business Review* Digital Article. <https://hbr.org/2019/04/research-confirms-when-receiving-bad-news-we-shoot-the-messenger>

Bernstein, E. J. & Blunden, H. (2015, March 27) "The Sales Director Who Turned Work into a Fantasy Sports Competition." *Harvard Business Review* Digital Article. <https://hbr.org/2015/03/the-sales-director-who-turned-work-into-a-fantasy-sports-competition>

HONORS AND AWARDS

Student Poster Award Finalist	2020
Awarded at the Society for Personality and Social Psychology Annual Convention for: "The impersonal touch: Improving feedback giving with interpersonal distance"	
Student Poster Award Runner Up	2018
Awarded at the Annual Meeting of the Society for Judgment and Decision Making for: "The impersonal touch: Improving feedback giving with interpersonal distance"	
Raiffa Doctoral Student Paper Award	2017
Awarded to a doctoral student author of the best research paper on a topic relating to negotiation, competitive decision making, dispute resolution, or mediation for: "Seeker beware: The relational costs of ignoring advice"	
Google PiLab (People and Innovation Lab) gDNA Scholar	2016
One of four doctoral students selected in competitive application process to collaborate with Google PiLab	
Outstanding Reviewer, Academy of Management Organizational Behavior Division	2016
Awarded to selected volunteer reviewers of conference submissions	
Wyss Fellowship	2014-2020
Fellowship to support graduate student research	
Beta Gamma Sigma Alumni Award	2013
Awarded to one of 752 Columbia Business School graduates on the basis of outstanding character, scholastic achievement, participation in School affairs and potential for civic, business and professional leadership	
Benjamin Michaelson Prize	2012
Top honor awarded to one of 752 second year Columbia Business School students for strong academic achievement and leadership in student activities	
H.R. Young Graduate Scholarship	2012
One of five graduate student recipients selected on the basis of academic and professional potential	
Raven Society	2008
One of twenty students selected each semester from The University of Virginia's School of Arts & Sciences to honor scholastic and extracurricular achievement	

Phi Beta Kappa	2008
Selective honor society to recognize academic rigor and depth	
Golden Key International Honour Society	2007
Selective honor society to recognize strong academics, leadership and service	
Marshall Jevons Economics Grant	2006
Competitive grant to fund student research	

ORGANIZED SYMPOSIA

Blunden, H. (2020, August). *It's Personal: Advancing Advice Research with an Interpersonal Lens*. Symposium presented at the Academy of Management Conference, Virtual.

Blunden, H. (2019, August). *Beyond Taking and Accuracy: Advancing Advice Research with New Perspectives*. Symposium presented at the Academy of Management Conference, Boston, MA.
<https://doi.org/10.5465/AMBPP.2019.11619symposium>

Blunden, H. & Yoon, J. (2019, August). *The Giver's Perspective: Advancing Feedback Research with a New Focus*. Symposium presented at the Academy of Management Conference, Boston, MA.
<https://doi.org/10.5465/AMBPP.2019.10175symposium>

Blunden, H. (2018, August). *You Need to Hear This: Improving the Exchange of Unwelcome (But Important) Information*. Symposium presented at the Academy of Management Conference, Chicago, IL.
<https://doi.org/10.5465/AMBPP.2018.11946symposium>
***Selected as Showcase Symposium**

Blunden, H. (2016, August). *Advancing Research on Distributed Virtual Work: New Discoveries and Theoretical Developments*. Symposium presented at the Academy of Management Conference, Anaheim, CA.
<https://doi.org/10.5465/ambpp.2016.16416symposium>

CONFERENCE PRESENTATIONS

Blunden, H., Logg, J. & Gino, F. (2020, August). *Wise Crowd Disavowed: The Ironic Competence Penalty of Leveraging the Wisdom of Crowds*. Talk given at the Academy of Management Conference, Virtual.

Blunden, H., & Steffel, M. (2020, July). *The Downside of Delegation: The Interpersonal Consequences of Decision Support Choices*. Talk given at the International Association for Conflict Management Conference, Virtual.

Blunden, H., Green, P., & Gino, F. (2020, February). *The Impersonal Touch: Improving Feedback-Giving with Interpersonal Distance*. Poster presented at the Society for Personality and Social Psychology Annual Convention, New Orleans, LA.
***Student Poster Award Finalist**

Blunden, H., & Steffel, M. (2019, November). *The Downside of Delegation: The Interpersonal Consequences of Decision Support Choices*. Poster presented at the Annual Meeting of the Society for Judgment and Decision Making, Montreal, Canada.

Blunden, H., & Steffel, M. (2019, August). *The Downside of Delegation: The Interpersonal Consequences of Decision Support Choices*. Talk given at the Academy of Management Annual Meeting, Boston, MA.

Blunden, H., Logg, J. M., Brooks, A. W., John, L., & Gino, F. (2019, May). *Seeker Beware: Examining Advice-Seeking Decisions with an Interpersonal Perspective*. Talk given at the Judgment in Managerial Decision Making Research Workshop, Hanover, NH.

Blunden, H., Green, P., & Gino, F. (2019, May). *The Impersonal Touch: Promoting Feedback-Giving with Interpersonal Distance*. Talk given at the Distance in Organizations Workshop, New York, NY.

Blunden, H., Green, P., & Gino, F. (2019, April). *The Impersonal Touch: Promoting Feedback-Giving with Interpersonal Distance*. Talk given at the East Coast Doctoral Conference, New York, NY.

Blunden, H., Green, P., & Gino, F. (2018, November). *The Impersonal Touch: Improving Feedback-Giving with Interpersonal Distance*. Poster presented at the Annual Meeting of the Society for Judgment and Decision Making, New Orleans, LA.
***Student Poster Award Runner Up**

- Blunden, H., Green, P., & Gino, F. (2018, August). *The Impersonal Touch: Improving Feedback-Giving with Interpersonal Distance*. Talk given at the Academy of Management Annual Meeting, Chicago, IL.
- Blunden, H., Logg, J. & Brooks, A.W. (2017, November). *Wise Crowd Disavowed: The Ironic Competence Penalty of Leveraging the Wisdom of Crowds*. Poster presented at the Annual Meeting of the Society for Judgment and Decision Making, Vancouver, Canada.
- Blunden, H., Brodsky, A., & Burris, E. (2017, November). *Speaking Up or Writing Down?: Employee Voice in the Technology-Enabled Workplace*. Talk given at the Psychology of Technology Conference, Berkeley, CA.
- Blunden, H., Logg, J., Brooks, A. W., John, L. & Gino, F. (2017, September). *The Interpersonal Consequences of Advice-Seeking Strategies*. Talk given at the Program on Negotiations Meeting, Boston, MA.
- Blunden, H., Brooks, A. W., John, L. & Gino, F. (2017, August). *Seeker Beware: Follow My Advice or Pay the Price*. Talk given at the Academy of Management Annual Meeting, Atlanta, GA.
- Blunden, H., Brodsky, A. (2017, May). *Speaking Up or Writing Down?: Employee Voice in the Technology-Enabled Workplace*. Talk given at the East Coast Doctoral Conference, New York, NY.
- Blunden, H., Brooks, A. W., John, L. & Gino, F. (2017, April). *Seeker Beware: Follow My Advice or Pay the Price*. Talk given at Boston Judgment and Decision Making Day, Boston, MA.
- Blunden, H., John, L., Gino, F. & Brooks, A. W. (2017, January). *Seeker Beware: Follow My Advice or Pay the Price*. Talk given at the Society for Personality and Social Psychology Annual Convention, San Antonio, TX.
- Blunden, H., Gino, F., John, L. & Brooks, A.W. (2016, November). *Seeker Beware: Follow My Advice or Pay the Price*. Poster presented at the Annual Meeting of the Society for Judgment and Decision Making, Boston, MA.
- Blunden, H. & Brodsky, A. (2016, August). *In Between the Mind and Screen: Perception and Virtual Communication*. Talk given at the Academy of Management Annual Meeting, Anaheim, CA.
- Blunden, H., Gino, F., John, L. & Brooks, A.W. (2016, June). *Seeker Beware: Follow My Advice or Pay the Price*. Talk given at the International Association for Conflict Management Conference, New York, NY.
- Blunden, H., Gino, F., John, L. & Brooks, A.W. (2016, May). *Seeker Beware: Follow My Advice or Pay the Price*. Talk given at the Harvard Business School Doctoral Research Symposium, Boston, MA.
- Blunden, H., Gino, F., John, L. & Brooks, A.W. (2016, April). *Seeker Beware: Follow My Advice or Pay the Price*. Talk given at the NYU/Columbia Doctoral Conference, New York, NY.

TEACHING AND ADVISING EXPERIENCE

- Harvard Extension School, School of Continuing Education, Boston, MA** 2016
Instructor, The Art of Communication, Evaluation Rating 4.83/5 [78% student response rate]
- Independently designed, sourced reading materials for, and taught semester practitioner-oriented course on business communication
 - Piloted doctoral student instructor advising relationship with Harvard Business School Christensen Center for Teaching and Learning
- Harvard Business School, Research University, Boston, MA** 2015-2016
Participant, Business Education for Teachers and Scholars Program
- Harvard Business School Professor-led program focused on developing teaching skills for business academia
- Columbia Business School, Research University, New York, NY** 2014
Teaching Assistant, Entrepreneurship in Large Enterprises
- Facilitated small group discussion and coordinated with instructor to deliver MBA elective course
- Columbia Business School, Research University, New York, NY** 2014
Peer Advisor, MBA Program
- Advised incoming MBA students on norms and expectations, including development and delivery of modules on recruiting and career expectations
- Madison House, Volunteer Organization, Charlottesville, VA** 2006-2008
English as a Second Language Teacher
- Taught weekly ESL classes to Spanish-speaking migrant workers and their families

- Tutored students in Microeconomics and Macroeconomics coursework

SERVICE

Reviewer

Organizational Behavior and Human Decision Processes
Personality and Social Psychology Bulletin
Academy of Management Conference

Organizer

Advice Networking Lunch, Society for Judgment and Decision Making Conference

Advising and Mentoring

Senior Graduate Student Mentor for Mirco-Organizational Behavior PhD 2023 Cohort
Mentor for Harvard Business School Research Associates
Research Sponsor for Harvard Business School PRIMO Summer Research Program
Mentor for Undergraduate Research Assistants

Outreach

Keynote Speaker, New York Practitioner Alumni Event, Harvard Alumni Association

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
Association of Psychological Science (APS)
International Association for Conflict Management (IACM)
Society of Judgment and Decision Making (SJDM)
Society for Personality and Social Psychology (SPSP)

PROFESSIONAL EXPERIENCE

Columbia Business School , <i>Research University</i> , New York, NY, Research Assistant	2013-2014
TheLadders , <i>Startup subscription-only career e-business</i> , New York, NY, Senior Analyst	2010-2012
Cornerstone Research , <i>Economic and financial research firm</i> , Washington, DC, Analyst	2009-2010
Barclays Capital , <i>Investment Bank, Leveraged Finance Group</i> , New York, NY, Summer Analyst	2008
University of Virginia Department of Economics , <i>Research University</i> , Charlottesville, VA, Research Assistant	2006

ADDITIONAL QUALIFICATIONS & VOLUNTEER EXPERIENCE

85 Broads, Alumna of application-only global women's network
Lead, Engage, Act, Develop, Alumna of Columbia Business School leadership and human capital management association
Hermes Society, Led informational discussions for potential MBA applicants
Columbia Business School Interviewer, Conducted admissions interviews for MBA applicants
Organization & Human Development Consulting Club, Alumna of Teacher's College organizational psychology society
Coordinator of Events, Cornerstone Research, Organized several charity events for outreach program
International Teaching Assistant Cultural Adjustment Volunteer, Counseled UVA TAs on U.S. classroom norms
Passed Level I of the Chartered Financial Analyst Program, Achieved in highest reported bracket in all sections