

Nicholas A. Hays

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ACADEMIC POSITIONS

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| New York University, Stern School of Business Visiting Assistant Professor | 2012-present New York, NY |
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EDUCATION

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|---|-------------------------|
| University of California, Los Angeles Ph.D., Management (Area: Organizational Behavior) | 2012 Los Angeles, CA |
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| University of Pennsylvania B.A., Psychology (with honors), The College of Arts and Sciences B.S., Economics, The Wharton School <i>Summa cum laude</i> | 2000 Philadelphia, PA |
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PUBLICATIONS

Bendersky, C., & Hays, N. A. (2012). Status conflict in groups. *Organization Science*, 23(2), 323-340.
Awarded IACM Best Theoretical Conference Paper, 2008.

Goldstein, N. J., & Hays, N. A. (2011). Illusory Power Transference: The Vicarious Experience of Power. *Administrative Science Quarterly*, 56(4), 593-621.
Featured in the May 2013 issue of *Harvard Business Review*.

MANUSCRIPTS UNDER REVIEW

Hays, N. A. Fear and loving in social hierarchy: Sex differences in preferences for power and status.
Conditionally accepted at *Journal of Experimental Social Psychology*.

Hays, N. A., & Goldstein, N. J. The moderating effect of legitimacy on power and conformity.
Revise and resubmit at *Journal of Experimental Social Psychology*.

MANUSCRIPTS IN PREPARATION

Hays, N. A., & Bendersky, C. Not at all inequalities are created equal: The effects of status and power inequality on competition.

Hays, N. A., & Blader, S. L. Perils of legitimate status: Interactive effects of status and legitimacy.

Hays, N. A., & Goldstein, N. J. Absolute corruption motivates empowerment absolutely.

Hays, N. A., Lee, A. J., Blader, S. L., & Galinsky, A. D. An interdependence theory of status.

Bendersky, C., & Hays, N. A. Sympathetic dissonance: The positive effects of status conflicts when group members perceive status differently.

Awarded IACM Best Empirical Conference Paper, 2013.

RESEARCH IN PROGRESS

Hays, N. A. Satiability of power and status.

Hays, N. A., & Galinsky, A. D. Power, status, and subjective well-being.

Hays, N. A., Lee, A. J., Blader, S. L., & Galinsky, A. D. Hormonal effects of power and status.

Hays, N. A., Wheeler-Smith, S. L., Galinsky, A. D., & Wiesenfeld, B. M. Routes between status and power.

Bendersky, C., & Hays, N. A. Effects of integrating new members into existing status hierarchies.

Goldstein, N. J., & Hays, N. A. Moderators of norm conformity versus diffusion of responsibility.

Pettit, N. C., Hays, N. A., & Perry, P. O. Naturally occurring hierarchy shapes.

OTHER PUBLICATIONS

Zabors, R. T., Sheridan, S., & Hays, N. A. (2006). One plan, many pieces. *Electric Perspectives*, 31, 52.

CONFERENCE PRESENTATIONS

Hays, N. A. (August 2013). Fear and loving in social hierarchy: Differential preferences for power and status. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.

Hays, N. A., & Bendersky, C. (July 2013). Not at all inequalities are created equal: The effects of status and power inequality on competition. Paper presented at the annual meeting of INGRoup, Atlanta, GA.

Bendersky, C., & Hays, N. A. (July 2013) When status conflicts harm and help group performance: Considering the (in)congruence of latent and manifest status conflicts. Paper presented at the annual meeting of the International Association of Conflict Management, Tacoma, WA.

Hays, N. A., & Bendersky, C. (August 2012). Status tournaments: The effect of hierarchy dispersion on status challenges. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Bendersky, C., & Hays, N. A. (July 2012). The destabilization of group status hierarchies: Interactive effects of status conflict and hierarchy legitimacy. Paper presented at the annual meeting of the International Association of Conflict Management, Cape Town, South Africa.

Hays, N. A., & Goldstein, N. J. (January 2012). Power and legitimacy: The moderating effect of legitimacy on conformity. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Hays, N. A., & Bendersky, C. (July 2011). Antecedents of status challenges. Paper presented at the annual meeting of the International Association of Conflict Management, Istanbul, Turkey.

Hays, N. A. (January 2011). Climbing the ladder one rung at a time: Competing effects of status distance on status challenges. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Hays, N. A., & Bendersky, C. (July 2010). Antecedents of status seeking. Paper presented at the annual meeting of INGRoup, Washington, DC.

Bendersky, C., & Hays, N. A. (June 2010). Status deconstruction theory: Status conflict's destabilization of group status hierarchies. Paper presented at the annual meeting of the International Association of Conflict Management, Cambridge, MA.

Hays, N. A., & Goldstein, N. J. (January, 2010). Power by association: The vicarious experience of power. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

Hays, N. A. (August, 2009). Positive deviance: Encouraging pro-social non-conformity in the workplace. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Bendersky, C., & Hays, N. A. (July, 2008). The fourth dimension: Status conflicts in groups. Paper presented at the annual meeting of the International Association of Conflict Management, Chicago, IL.

AWARDS AND HONORS

International Association of Conflict Management (IACM) Best Empirical Conference Paper July 2013

International Association of Conflict Management (IACM) Best Theoretical Conference Paper July 2008

UCLA Dissertation-Year Fellowship 2011-2012

UCLA Anderson Graduate Fellowship 2007-2011

PROFESSIONAL SERVICE

Program committee member for 2014 annual meeting of the Society for Personality and Social Psychology, Austin, Texas

Program committee member for 2011 annual meeting of the International Association of Conflict Management, Istanbul, Turkey

Ad hoc reviewer for *Organization Science*, *Organizational Behavior and Human Decision Processes*, *Psychological Science*, *Social Psychology*

PROFESSIONAL AFFILIATIONS

Academy of Management
American Psychological Association

Int'l Association of Conflict Management
Society for Personality and Social Psychology

TEACHING EXPERIENCE

Management & Organizations Spring 2013
Overall instructor rating: 6.4/7

Additional teaching assistant experience: Persuasive Communication, Managing and Leading Organizations, and Leadership Foundations

OTHER PROFESSIONAL EXPERIENCE

Independent Consultant (Chicago, IL) 2006-2007

Bridge Strategy Group (Chicago, IL) 2003-2006

Expanets (Englewood, CO) 2001-2003

Booz Allen Hamilton (New York, NY) 2000-2001