

## JOE C. MAGEE

Stern School of Business  
Tisch Hall, Office 723  
40 West 4<sup>th</sup> St.  
New York University  
New York, NY 10012  
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### ACADEMIC POSITIONS

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**Professor** 2018 –  
**Associate Professor** 2016 – 2018

**NEW YORK UNIVERSITY**

**Management and Organizations Department, Stern School of Business**

Associated Faculty, Wagner Graduate School of Public Service  
Affiliated Faculty, Department of Psychology (2013 – present)

**Associate Professor** 2014 – 2016

**NEW YORK UNIVERSITY**

**Stern School of Business/Wagner Graduate School of Public Service**

**Associate Professor** 2010 – 2014

**NEW YORK UNIVERSITY**

**Wagner Graduate School of Public Service**

Associated Faculty, Management and Organizations Department, Stern School of Business

**Assistant Professor** 2004 – 2010

**NEW YORK UNIVERSITY**

**Wagner Graduate School of Public Service**

Affiliated faculty, Management and Organizations Department, Stern School of Business

### EDUCATION

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Stanford University      Ph.D., Organizational Behavior      June, 2004  
Stanford, CA

University of Michigan      B.A., Psychology      May, 1996  
Ann Arbor, MI      *with Honors and Highest Distinction*

### RESEARCH ACTIVITIES

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#### Refereed Publications

Rothman, N. B., & Magee, J. C. (2016). Affective expressions in groups and inferences about members' relational well-being: The effects of socially engaging and disengaging emotions. *Cognition and Emotion*, 30, 150-166.

Waytz, A., Chou, E. Y., Magee, J. C., & Galinsky, A. D. (2015). Not so lonely at the top: The relationship between power and loneliness. *Organizational Behavior and Human Decision Processes*, 130, 69-78.

- West, T. V., Magee, J. C., Gordon, S. H., & Gullett, L. (2014). A little similarity goes a long way: The effects of peripheral but self-revealing similarities on improving and sustaining interracial relationships. *Journal of Personality and Social Psychology, 107*, 81-100.
- Galinsky, A. D., Magee, J. C., Rus, D., Rothman, N. B., & Todd, A. R. (2014). Acceleration with steering: The synergistic benefits of combining power with perspective-taking. *Social Psychological and Personality Science, 5*, 627-635.
- Magee, J. C., & Frasier, C. W. (2014). Status and power: The principal inputs to influence for public managers. *Public Administration Review, 74*, 307-317.
- Mason, M. F., Magee, J. C., & Fiske, S. T. (2014). Neural substrates of social status inference: Roles of medial prefrontal cortex and superior temporal sulcus. *Journal of Cognitive Neuroscience, 26*, 1131-1140.
- Magee, J. C., & Smith, P. K. (2013). The social distance theory of power. *Personality and Social Psychology Review, 17*, 158-186.
- Whitson, J. A., Liljenquist, K. A., Galinsky, A. D., Magee, J. C., Gruenfeld, D. H., & Cadena, B. (2013). The blind leading: Power reduces awareness of constraints. *Journal of Experimental Social Psychology, 49*, 579-582.
- West, T. V., Heilman, M. E., Gullett, L., Moss-Racusin, C. A., & Magee, J. C. (2012). Building blocks of bias: Gender composition predicts male and female group members' evaluations of each other and the group. *Journal of Experimental Social Psychology, 48*, 1209-1212.
- Mason, M. F., Magee, J. C., Kuwabara, K., & Nind, L. (2010). Specialization in relational reasoning: The efficiency, accuracy, and neural substrates of social versus non-social inferences. *Social Psychological and Personality Science, 1*, 318-326.
- Magee, J. C., Milliken, F. J., & Lurie, A. R. (2010). Power and the construal of a crisis: The immediate aftermath of September 11, 2001. *Personality and Social Psychology Bulletin, 36*, 354-370.
- Ames, D. R., Bianchi, E., & Magee, J. C. (2010). Professed impressions: What people say about others affects onlookers' perceptions of speakers' power and warmth. *Journal of Experimental Social Psychology, 46*, 152-158.
- Magee, J. C. (2009). Seeing power in action: The roles of deliberation, implementation, and action in inferences of power. *Journal of Experimental Social Psychology, 45*, 1-14.
- Galinsky, A. D., Magee, J. C., Gruenfeld, D. H., Whitson, J., & Liljenquist, K. (2008). Power reduces the press of the situation: Implications for creativity, conformity, and dissonance. *Journal of Personality and Social Psychology, 95*, 1450-1466.
- Magee, J. C., & Langner, C. A. (2008). How personalized and socialized power motivation facilitate antisocial and prosocial decision-making. *Journal of Research in Personality, 42*, 1547-1559.
- Gruenfeld, D. H., Inesi, M. E., Magee, J. C., & Galinsky, A. D. (2008). Power and the objectification of social targets. *Journal of Personality and Social Psychology, 95*, 111-127.
- Magee, J. C., Galinsky, A. D., & Gruenfeld, D. H. (2007). Power, propensity to negotiate, and moving first in competitive interactions. *Personality and Social Psychology Bulletin, 33*, 200-212.
- Galinsky, A. D., Magee, J. C., Inesi, M. E., & Gruenfeld, D. H. (2006). Power and perspectives not taken. *Psychological Science, 17*, 1068-1074.

Magee, J. C., & Tiedens, L. Z. (2006). Emotional ties that bind: The roles of valence and consistency of group emotion in inferences of cohesiveness and common fate. *Personality and Social Psychology Bulletin*, *32*, 1703-1715.

Galinsky, A. D., Gruenfeld, D. H., & Magee, J. C. (2003). From power to action. *Journal of Personality and Social Psychology*, *85*, 453-466.

### Invited Articles and Book Chapters

Rucker, D. D., Galinsky, A. D., & Magee, J. C. (2018). The agentic-communal model of advantage and disadvantage: How inequality produces similarities in the psychology of power, social class, gender, and race. In J. M. Olson (Ed.), *Advances in Experimental Social Psychology* (Vol. 58, pp. 71-125). Cambridge, MA: Academic Press.

Galinsky, A. D., Scherer, M., & Magee, J. C. (2018). The four horsemen of power at the bargaining table. *Journal of Business and Industrial Marketing*, *32*, 606-611.

Smith, P. K., & Magee, J. C. (2015). The interpersonal nature of power and status. *Current Opinion in Behavioral Sciences*, *3*, 152-156.

Galinsky, A. D., Rucker, D. D., & Magee, J. C. (2015). Power: Past findings, present considerations, and future directions. In J. A. Simpson, J. F. Dovidio (Assoc. Eds.), M. Mikulincer, & P. R. Shaver (Eds.), *APA Handbook of Personality and Social Psychology, Vol. 3: Interpersonal Relations* (pp. 421-460). Washington, DC: American Psychological Association.

Magee, J. C., Kilduff, G. J., & Heath, C. (2011). On the folly of principals' power: Managerial psychology as a cause of bad incentives. *Research in Organizational Behavior*, *31*, 25-41.

Magee, J. C., & Galinsky, A. D. (2008). Social hierarchy: The self-reinforcing nature of power and status. *Academy of Management Annals*, *2*, 351-398.

Zhong, C., Magee, J. C., Maddux, W. W., & Galinsky, A. D. (2006). Power, culture, and action: Considerations in the expression and enactment of power in East Asian and Western societies. In Y-R. Chen (Ed.), *Research on Managing Groups and Teams: National culture and groups* (Vol. 9, pp. 53-74). Greenwich, CT: JAI Press.

Galinsky, A. D., & Magee, J. C. (2006). Power plays. *Negotiation*, *9*(7), 1-3.

Magee, J. C., Gruenfeld, D. H., Keltner, D., & Galinsky, A. D. (2005). Leadership and the psychology of power. In D. M. Messick & R. Kramer (Eds.), *The Psychology of Leadership: New Perspectives and Research* (pp. 275-294). Erlbaum: Mahwah, NJ.

### Presentations

Magee, J. C. (2016). *An agentic-communal model of social hierarchy: How the psychology of inequality integrates research on social class, gender, race and power*. In L. Redford (Chair), Novel Perspectives on Social Hierarchies. Symposium presented at Society for Personality and Social Psychology, San Diego, CA.

Magee, J. C., Galinsky, A. D., Rus, D., Rothman, N. B., & Todd, A. R. (2015). *Acceleration with steering: The synergistic benefits of combining power with perspective-taking*. Paper presented at American Psychological Society, New York, NY.

Magee, J. C. (2014). *The social distance theory of power*. Social Hierarchy Conference, Arison School of Business, IDC, Herzliya, ISRAEL.

- Magee, J. C., & Laurin, K. (2014). *Power and close relationships: The (in)significance and asymmetric influence of others in goal pursuit and emotion*. Symposium organized for Society for Personality and Social Psychology, Austin, TX.
- Including: Magee, J. C., & Smith, P. K. *The social distance theory of power: Implications for close relationships*.
- Magee, J. C., & Smith, P. K. (2011). *What drives the psychological effects of power: A comparison of the approach/inhibition and social distance theories*. Paper presented at International Association of Conflict Management, Istanbul, Turkey.
- Galinsky, A. D., Rus, D., & Magee, J. C. (2011). *Accelerating with steering: How power and perspective-taking combine to create exceptional outcomes*. In A. D. Galinsky & N. Epley (Chairs), *Perspective Mistaking: When Stepping into the Minds of Others isn't Enough*. Symposium presented at Society for Personality and Social Psychology, San Antonio, TX.
- West, T. V., & Magee, J. C. (2011). *The smoothing effects of perceived similarity on cross-race communication and coordination*. In A. Pearson & T. West (Chairs), *Connecting Social Minds: Perceptual, Physiological, and Behavioral Coordination Within and Between Groups*. Symposium presented at Society for Personality and Social Psychology, San Antonio, TX.
- Magee, J. C., & Galinsky, A. D. (2010). *Cultural ladders: Causes and consequences of social hierarchy depend on national and regional culture*. Symposium organized for Society for Personality and Social Psychology, Las Vegas, NV.
- Including: Galinsky, A. D., Zhong, C., Magee, J. C., & Maddux, W. W. *The cultural contingency of power: Conceptual associations and behavioral consequences*.
- Magee, J. C., & Milliken, F. J. (2009). *Power differences in the construal of crises: Sense-making during the immediate aftermaths of September 11, 2001 and Hurricane Katrina*. Paper presented at Public Management Research Conference, Columbus, OH.
- Magee, J. C., & Milliken, F. J. (2009). *Roles, power, and sense-making after 9/11: Differences in the content of attention and construal*. Paper presented at Academy of Management, Chicago, IL.
- \*Winner, Best Paper Award, Managerial and Organizational Cognition Division
- Rus, D., Galinsky, A. D., & Magee, J. C. (2009). *Accelerating with steering: How power and perspective-taking combine to create exceptional outcomes*. In L. M. Leslie (Chair), *Status and Power in Organizations: New Perspectives on Conventional Wisdom*. Symposium presented at Academy of Management, Chicago, IL.
- Bianchi, E. C., Ames, D. R., & Magee, J. C. (2009). *Professed impressions: What people say about others affects onlookers' perceptions of speakers' power and warmth*. Paper presented at Academy of Management, Chicago, IL.
- Magee, J. C., & Milliken, F. J. (2009). *Power differences in the construal of crisis: Hurricane Katrina and the 9/11 attacks*. Paper presented at International Society for Political Psychology 32<sup>nd</sup> Annual Scientific Meeting, Dublin, IRELAND.
- Magee, J. C. (2009). *How power both makes and breaks leaders: The importance of goals*. Paper presented at New Directions in Leadership Research Conference, Fuqua School of Business, Duke University, Durham, NC.
- Magee, J. C., & Milliken, F. J. (2009). *Power differences in the construal of crisis: Hurricane Katrina and the 9/11 attacks*. In G. Kilduff & C. Anderson (Chairs), *Jockeying for Position: New Approaches to Studying Power and Status*. Symposium presented at Society for Personality and Social Psychology, Tampa, FL.

- Galinsky, A. D., & Magee, J. C. (2009). *The four forces of hierarchical self-reinforcement: Individual, interpersonal, institutional, and ideological processes*. In G. Kilduff & C. Anderson (Chairs), *Jockeying for Position: New Approaches to Studying Power and Status*. Symposium presented at Society for Personality and Social Psychology, Tampa, FL.
- Galinsky, A. D., & Magee, J. C. (2008). *The four forces of hierarchical self-reinforcement: Individual, interpersonal, institutional, and ideological processes*. Paper presented at Society for Experimental Social Psychology Pre-Conference, Davis, CA.
- Magee, J. C., & Galinsky, A. D. (2008). *The self-reinforcing nature of social hierarchy: Origins and consequences of power and status*. Paper presented at International Association of Conflict Management, Chicago, IL.
- Magee, J. C., Milliken, F. J., Lam, N., & Menezes, D. (2008). *The lens and language of power: Sense-making and communication in the aftermath of Hurricane Katrina*. Paper presented at Eastern Academy of Management, Washington, DC.  
\*Winner, Outstanding Empirical Paper Award
- Magee, J. C., & Langner, C. A. (2008). *How personalized and socialized power motivation facilitate antisocial and prosocial decision-making*. Paper presented at Eastern Academy of Management, Washington, DC.  
\*Honorable Mention, Outstanding Empirical Paper Award
- Milliken, F. J., Magee, J. C., Lam, N., & Menezes, D. (2008). *How power clouds our sense-making and learning from Hurricane Katrina*. In C. Fang (Chair), *Organizational Learning from Extreme Events*. Panel presented at Organization Science Winter Conference, Squaw Creek, CA.
- Magee, J. C., Milliken, F. J., Lam, N., & Menezes, D. (2007). *The lens and language of power: Sense-making and communication in the aftermath of Hurricane Katrina*. Paper presented at Wharton Organizational Behavior Conference, Philadelphia, PA.
- Milliken, F. J., Magee, J. C., Lam, N., & Menezes, D. (2007). *The effects of power on sense-making and communication: The case of Hurricane Katrina*. Paper presented at Academy of Management, Philadelphia, PA.
- Magee, J. C. (2007). *Certain emotions have power: Expectations and inferences of power based on emotions associated with certainty*. In N. Fast (Chair), *Power, Certainty, and Ambivalence*. Symposium presented at Academy of Management, Philadelphia, PA.
- Magee, J. C., Milliken, F. J., Lam, N., & Menezes, D. (2007). *Power differences in the construal of Hurricane Katrina: Implications for communication in times of crisis*. Paper presented at Psychology and Social Justice, New York, NY.
- Zhong, C., Magee, J. C., Maddux, W. W., & Galinsky, A. D. (2006). *Power, culture, and action: Considerations in the expression and enactment of power in East Asian and Western societies*. Paper presented at Academy of Management, Atlanta, GA.
- Magee, J. C. (2005). *The power motive and action-orientation: U.S. presidents and a laboratory study of helping behavior*. Paper presented at Academy of Management, Honolulu, HI.
- Magee, J. C., Galinsky, A. D., & Gruenfeld, D. H. (2005). *Are prime movers more powerful? Evidence from experiments on competitive choice and interaction*. Paper presented at Academy of Management, Honolulu, HI.
- Zhong, C., Magee, J. C., Maddux, W. W., & Galinsky, A. D. (2005). *Power, culture, and (in)action: Considerations in the expression and enactment of power in East Asian and*

- Western society*. Paper presented at Annual Conference on Research on Managing Groups and Teams. Palisades, NY.
- Magee, J. C. (2005). *The power motive and action-orientation: An archival study of U.S. presidents and a laboratory study of helping behavior*. Paper presented at Society for Personality and Social Psychology, New Orleans, LA.
- Gruenfeld, D. H., Galinsky, A. D., Inesi, E., & Magee, J. C. (2005). *How do I think upon another? The effects of power on perspective-taking and objectification*. Paper presented at Society for Personality and Social Psychology, New Orleans, LA.
- Galinsky, A. D., Liljenquist, K., & Magee, J. C. (2005). *Acceptable action: The effects of power, regulatory focus, and ideology on regrets of action and inaction*. Paper presented at Society for Personality and Social Psychology, New Orleans, LA.
- Galinsky, A. D., Magee, J. C., Gruenfeld, D. H., Whitson, J., Liljenquist, K., & Cadena, B. (2004). *Under the influence? Power and immunity to environmental and social influence*. Paper presented at Academy of Management, New Orleans, LA.
- Magee, J. C. (2003). *From action to power: The (strategic) use of action-orientation in inferences of power*. Presented at UC-Berkeley-Stanford University Ph.D. Conference, Berkeley, CA.
- Galinsky, A. D., Magee, J. C., Gruenfeld, D. H., Whitson, J., Liljenquist, K., & Cadena, B. (2003). *Power and the inattention to obstacles and social constraint: Implications for disobedience, conformity, and dissonance*. Paper presented at International Association of Conflict Management, Melbourne, AUSTRALIA.
- Magee, J. C., Gruenfeld, D. H., & Galinsky, A. D. (2003). *Power and objectification: How power-holders think of others in past and present*. Poster presented at Society for Personality and Social Psychology, Los Angeles, CA.
- Magee, J. C., & Tiedens, L. Z. (2002). *The emotional ties that bind: Affective characteristics of groups and perceptions of cohesiveness and common fate*. Paper presented at Academy of Management, Denver, CO.
- Magee, J. C., Galinsky, A. D., & Gruenfeld, D. H. (2001). *Power and action: Lessons from first offers, fans and fairy tales*. Paper presented at International Association of Conflict Management, Cergy, FRANCE.
- Magee, J. C., Galinsky, A. D., & Gruenfeld, D. H. (2000). *Power and action: Lessons from fairy tales and fans*. Presented at Stanford University-UC-Berkeley Ph.D. Conference, Stanford, CA.
- McDaniel, S. E., Olson, G. M., & Magee, J. C. (1996). *Identifying and analyzing multiple threads in computer-mediated and face-to-face conversations*. Paper presented at ACM Conference on Computer Supported Cooperative Work, Boston, MA.

**Invited**

National Academies of Sciences, Engineering, and Medicine (Board on Behavioral, Cognitive, and Sensory Sciences), Brooklyn College (Psychology), UC-Berkeley (Haas), Carnegie Mellon University (Tepper), Columbia University (Business School), Harvard University (HBS, Kennedy), London Business School, UCLA (Anderson), MIT (Sloan), New York University (Psychology), Northwestern University (Kellogg), University of Maryland (Smith School), Neuroleadership Institute, University of North Carolina (Kenan-Flagler), Rutgers University (Business School), Stanford University (GSB), University of Texas at Austin (McCombs), Yale University (SOM)

## **Dissertation**

*From Action to Power: The Use of Action-Oriented Inferences of Power.* Department of Organizational Behavior, Graduate School of Business, Stanford University, Stanford, CA.

## **Undergraduate Honors Thesis**

Magee, J. C. *Perceptions of status and expertise in simulated video conference and computer-mediated groups.* Department of Psychology, University of Michigan, Ann Arbor, MI.

## **Research Assistant**

- Deborah Gruenfeld, Graduate School of Business, Stanford University, 2000 - 2004
- Dale Miller, Graduate School of Business, Stanford University, 2002 - 2004
- Frank Yates, Decision Research Laboratory, University of Michigan, 1994 - 1996
- Tom Finholt, Collaboratory for Research on Electronic Work, University of Michigan, 1994 - 1996

## **GRANTS & FELLOWSHIPS**

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- Stephen Charney Vladeck Junior Faculty Fellowship, New York University, 2008
- Goddard Junior Faculty Fellowship, New York University, 2007
- Interdisciplinary Behavioral Research Grant, Stanford University, 2002, 2003

## **HONORS AND AWARDS**

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- Academy of Management Annals Decade Award, 2018
- Association of Psychological Science (APS) Rising Star, 2011
- Best Paper Award, Academy of Management, Managerial and Organizational Cognition Division, 2009
- Outstanding Empirical Paper Award, Eastern Academy of Management, 2008
- State Farm Companies Foundation Doctoral Dissertation Award, 2003
- Best Reviewer, Managerial and Organizational Cognition Division, 2003 Academy of Management, Seattle, WA
- Robert K. Jaedicke Award for Outstanding Scholarship, Stanford University, 2002
- Psi Chi/Allyn Bacon Undergraduate Honors Thesis Research Award, 1996
- Phi Beta Kappa; Phi Kappa Phi; James B. Angell Scholar; Class Honors 1992 – 1996; Sophomore Honors Award, University of Michigan

## **PROFESSIONAL ACTIVITIES**

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### **Teaching Activities**

Advanced Research Seminar in Organizational Behavior (*Stern School PhD Seminar*), 2017 – present

Leadership in Organizations (*Stern School*), 2015 – present

Power and Professional Influence (*Stern School*), 2013 – 2016

A Dyadic View of Organizations (*Stern School PhD Seminar*), 2016

Power and Politics (*Stern School*), 2010 – 2012

Power and Influence in Organizations and Politics (*Wagner School*), 2008, 2010

Doctoral Colloquium (*Wagner School PhD Seminar*), 2008 – 2010

Capstone Advanced Teamwork Seminar (*Wagner School*), 2005 – 2011

Managing Public Service Organizations (*Wagner School*), 2004 – 2013

## Service

### *NYU (University-wide)*

Representative, Joint Committee of NYU Stakeholders, 2013 – 2014

### *NYU Stern*

Member, Core Curriculum Review Committee, Stern, 2016 – 2017

Chair, OB Search Committee, Stern, 2015

Feedback session leader, LAUNCH, Stern, 2015

Dissertation committees: Nancy Lam (Stern PhD, 2009), Laura Reitman, Jeffrey Thomas

### *NYU Wagner*

Faculty Director, MBA-MPA Dual Degree Program, 2013 – 2016

Director, Public and Nonprofit Program, 2013 – 2014

Co-chair, Budget Committee, 2013 – 2014

Dean's Search Committee, 2012 – 2013

Co-chair (elected), Dean's Review Committee, 2011

Director, Management Specialization, 2010 – 2012

Ad-hoc Global Education Committee, 2010

Ad-hoc Admissions Committee, 2010

Faculty Advisory Committee to the Dean (elected), 2008, 2010 – 2011, 2013

Student Orientation Teamwork and Case Study Lead Instructor, 2006 – 2011

Faculty Advisor, BRIDGE student group, 2005 – 2014

Curriculum Committee, 2005 – 2007, 2009 – 2010

Leading Scholar Search Committee, 2009 – 2011

Doctoral Board, 2007 – 2009

Management Faculty Search Committee, 2007, 2011 (chair), 2013

Ad-hoc Research Committee, 2006 – 2008

### *Field*

Co-Host (with Jay Van Bavel), 9<sup>th</sup> Annual Meeting, Social and Affective Neuroscience Society at NYU Stern, 2016

Co-Organizer (with Steve Blader), 2<sup>nd</sup> Biannual Power, Status, and Influence Conference at NYU, 2010

Best Doctoral Dissertation Award Selection Committee, International Association of Conflict Management, 2009

Reviewer for multiple divisions (MOC, OB, CM) for Academy of Management annual meetings

### *Stanford*

Graduate Student Committee Co-Chair, Stanford Social Innovation Review, 2002 – 2004

Committee Member, Faculty-Ph.D. Distinguished Service Award, Graduate School of Business, Stanford University, 2002 – 2004

## Editorial Work

### *Editorial Board/Consulting Editor*

Academy of Management Discoveries, 2013 – present

Journal of Personality and Social Psychology, 2012 – present

International Public Management Journal, 2008 – present

Journal of Experimental Social Psychology, 2012 – 2016

Administrative Science Quarterly, 2011 – 2013

### *Ad-hoc Reviewer*

Academy of Management Journal, Administrative Science Quarterly, American Sociological Review, Basic and Applied Social Psychology, British Journal of Social Psychology, Cognition & Emotion, Current Directions in Psychological Science, Emotion, European Journal of Social Psychology, Gender & Identity, Group Processes and Intergroup Relations, International Journal of Conflict Management, Journal of Applied



Psychology, Journal of Behavioral Decision Making, Journal of Experimental Psychology: Applied/General, Journal of Public Administration Research & Theory, Management Science, Organizational Behavior and Human Decision Processes, Organization Science, Personality and Social Psychology Bulletin, Personality and Social Psychology Review, Proceedings of the National Academy of Sciences, Psychological Bulletin, Psychological Review, Psychological Science, Public Administration Review, Social Cognition, Social Psychology, Social Neuroscience

**Professional Affiliations**

Academy of Management  
International Association of Conflict Management  
Society for Personality and Social Psychology

**NON-ACADEMIC WORK EXPERIENCE**

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Consulting with various companies and government agencies  
Board Member, Stickball Printmedia Arts, 2005 - 2010  
Senior technology consultant, Braun Consulting, 1996 - 1999