Julianna Pillemer

Jp3532@stern.nyu.edu
NYU Stern School of Business
781-718-8100
Tisch Hall, 7th Floor
40 West 4th Street
New York, NY 10012

ACADEMIC APPOINTMENTS

Leonard N. Stern School of Business, New York University July 2019 - Present
Assistant Professor, Management and Organizations Department

EDUCATION

Wharton School of Business, University of Pennsylvania May 2019
Ph.D. in Applied Economics (Management)

Pomona College May 2009
B.A., *cum laude*, Psychology

RESEARCH INTERESTS

Workplace relationships, authenticity, creative work, future of work

PEER-REVIEWED PUBLICATIONS

1. **Pillemer, J.,** Harrison, S., Murphy, C., & Park, Y. (2026). Audience entanglement: How independent creative workers experience the pressures of widespread appeal on digital platforms. **Administrative Science Quarterly,** *71*(1), 215-260.

2. Foster-Gimbel, O**., Pillemer, J.,** Phillips, T. (2025). Authentic allyship: Feeling authentic increases allyship behavior via greater psychological standing. **Journal of Experimental Psychology: General**, *154*(12), 3481–3499.
   - Covered in Charter

3. Schinoff, B., **Pillemer, J.,** Rogers, K., & Petriglieri, J. (2025). Blurring boundaries in coworker relationships: How a nonwork setting becomes a relational holding environment. **Organization Science,** *36*(6),
   - Covered in Harvard Business Review, WorkTies

4. Fisher, C.M., **Pillemer, J., &** Amabile, T.M. (2025). When the thought doesn't count: The dynamics of unhelpful help in creative organizations. **Academy of Management Discoveries,** 11(3), 342-357.
   - Covered in Time (Charter), Harvard Gazette, Harvard Business Review

5. **Pillemer, J.** (2024). Strategic authenticity: Signaling authenticity without undermining professional image in workplace interactions. **Organization Science,** *35*(5), 1641-1659.
   - Covered in Time Magazine, ABC This Working Life podcast

6. Rossingnac-Milon, M.*, **Pillemer, J**.*, Bailey, E.R., Horton, C.B., & Iyengar, S. (2024). Just be real with me: Appearing authentic promotes relationship initiation via shared reality. **Organizational Behavior and Human Decision Processes,** 180, 104306. *authors contributed equally*
   - Covered in The New York Times

7. **Pillemer, J.** & Rothbard, N. (2018). Friends without benefits: Understanding the dark sides of workplace friendship. ***Academy of Management Review***, *43*(4), 635-660.
- Covered in the Wall Street Journal, Sloan MIT Management Review, Harvard Business Review, HBR Women@Work podcast, Time Magazine, Forbes, Fortune, Bustle, Knowledge @Wharton, Business Insider

8. Fisher, C.M., **Pillemer, J.**, & Amabile, T.M. (2018). Deep help in complex project work: Guiding and path-clearing across difficult terrain. ***Academy of Management Journal***, *61(*4*),* 1524–1553.
- Honorable Mention, 2019 Award for Outstanding Published Article in Positive Organizational Scholarship, Center for Positive Organizations at University of Michigan

9. Barsade, S., & Coutfaris, C**.** & **Pillemer, J**. (2018). Emotional contagion in organizational life. ***Research in Organizational Behavior***, *38,* 137-151.
- 3rd most cited ROB article published since 2018 (Scopus)

10. **Pillemer, J.,** Burke, D**.**, & Graham, E**.** (2014). The face says it all: CEOs, gender, and predicting corporate success. ***The Leadership Quarterly,*** *25(*5*),* 855-864.

11. Amabile, T. M., & **Pillemer, J**. (2012). Perspectives on the social psychology of creativity. ***The Journal of Creative Behavior***, *46*(1), 3-15.
- 2nd most cited article in the journal's history over last three years (journal website)

SELECTED WORKS IN PROGRESS

Park, Y, **Pillemer, J.,** & Hardin, A. [Networking mindsets]. (*Data collection and analysis phase)*

Song, J., Cho, Y., Apker, K.*, Ghaedipour, F.*, **Pillemer, J.*,** Sackett, E*. Sonal, R*. [A conceptual framework for studying the creator economy]. (*Preparing for submission)*

Elleithy, T., **Pillemer, J**., & Schinoff, B. [Parasocial relationships] (*Data collection phase)*

Pillemer, J., Bailey, E., & Mercadante, E. [AI use and authenticity]. (*Data collection phase)*

Carton, A., & **Pillemer, J.** [Bounded versus boundless relational needs]. (*Preparing for submission)*

Pillemer, J. & Harrison, S. [The psychological experience and creative aftermath of going viral]. (*Data collection phase)*

Ye, M., Rathje, S., **Pillemer, J.**, & Van Bavel, J. [Authenticity signaling on social media] (*Data analysis phase)*

Pillemer, J. & Anthony, C. [Algorithmic management and quantified social capital]. (*Working paper)*

PRACTITIONER-ORIENTED ARTICLES AND TEACHING MATERIALS

Fisher, C., **Pillemer, J.** & Amabile, T. (2025) When help isn't helpful. ***Harvard Business Review*** (*online article*).

Rogers, K., Schinoff, B., Petriglieri, J., & **Pillemer, J.** (2025) The best ways to connect with colleagues outside of work. ***Harvard Business Review*** (*online article*).

Fisher, C., Amabile, T., & **Pillemer, J.** (2021). How to help without micromanaging. ***Harvard Business Review.***

Amabile, T., Fisher, C., & **Pillemer, J.** (2014). IDEO's culture of helping. ***Harvard Business Review.***

Leary, K., **Pillemer**, J., & Wheeler, M. (2012). Negotiating with emotion. ***Harvard Business Review***.

Wheeler, M. & **Pillemer, J**. Moral Decision-Making: Reason, Emotion, and Luck. *Harvard Business School Case*, No. 910-029.

INVITED RESEARCH PRESENTATIONS

- The Wharton School, University of Pennsylvania – Management Department (scheduled, 2026)
- New York University, Psychology Department – Social Identity and Morality Lab (2025)
- Tuck School of Business, Dartmouth College – Organizational Behavior Group (2025)
- Carroll School of Management, Boston College – Work, Identity and Meaning Group (2024)
- Tepper School of Business, Carnegie Mellon – Organizational Behavior and Theory (2024)
- Weatherhead School of Management, Case Western Reserve – Positive Relationships at Work (2024)
- INSEAD – Identity Conference (2024)
- Aarhus University – Integrative Business Psychology (2022)
- London Business School – Organizational Behavior (2018)
- Yale School of Management – Organizational Behavior (2018)
- Scheller College of Business, Georgia Institute of Technology – Organizational Behavior (2018)
- Owen Graduate School of Management, Vanderbilt University – Organization Studies (2018)
- Carroll School of Management, Boston College – Management and Organization (2018)
- Cornell University (ILR) – Human Resource Studies (2018)
- Stern School of Business, New York University – Management and Organizations (2018)
- McDonough School of Business, Georgetown University – Management (2018)
- Columbia Business School – Management (2018)
- Anderson School of Management, UCLA - Management & Organizations (2018)
- Marshall School of Business, University of Southern California - Management and Organization (2018)
- Jones Graduate School of Business, Rice University – Organizational Behavior (2018)
- Stanford Graduate School of Business – Organizational Behavior (2018)
- Kellogg School of Management, Northwestern University – Organizational Behavior (2018)
- Fuqua School of Business, Duke University – Management and Organizations (2018)
- Harvard Business School – Organizational Behavior (2018)

PEER-REVIEWED CONFERENCE PRESENTATIONS

Pillemer, J. (Discussant) in Zhang, Z. & Doyle, S.P. (2025). Caught between real and ideal: impostor thoughts and challenges of authenticity in modern workplace. *Showcase Symposium (*top 10% of symposia) at the Academy of Management Annual Meeting, Copenhagen, Denmark.

Pillemer, J. (Discussant) in Lee, S. & Tan, J. (2025). How Social Contexts Inform Work Experiences: Antecedents and Consequences. Symposium presented at the Annual Meeting of the Academy of Management, Copenhagen, Denmark.

Bailey, E., Brown, J., Caza, B., **Pillemer, J** & Zakrzewska, B. (2024). Be Who You Are? Identity and Organizational Challenges to Authenticity**.** Presenter in Panel Symposium at the Academy of Management (AOM) Annual Meeting, Chicago, IL.

Eger, B., Kebbi, A., Petriglieri, G., **Pillemer, J**, Pratt, M, & Rajunov, M. (2023). Identification and Disruptors of the Digital Era. Presenter in Panel Symposium at the **Academy of Management (AOM) Annual Meeting**, Boston, MA.

Schinoff, B**., Pillemer, J,** Rogers, K. & Petriglieri, J. (2022) Bridging the Space Between Us: Exploring Connection and Disconnection in Workplace Relationships. Participant in Showcase Symposium at the **Academy of Management (AOM) Annual Meeting**, Seattle, WA.

Foster-Gimbel, O, **Pillemer, J,** Phillips, L.T. (2022). Allyship in the Workplace: An Examination of Antecedents and Consequences. Participant in Showcase Symposium at the **Academy of Management (AOM) Annual Meeting**, Seattle, WA.

Pillemer, J. (2022) The Influencer Economy: Exploring the Work of Social Media Cultural Production. Participant in Showcase Symposium at the **Academy of Management (AOM) Annual Meeting**, Seattle, WA.

Pillemer, J. (August, 2021). Panelist on the "Acing the job talk" module at the **Academy of Management (AOM) Annual Meeting**, Virtual Session.

Pillemer, J. (February, 2021). Speaker in preconference on Shared Reality and Authenticity at the **Society for Personality and Social Psychology (SPSP) Annual Convention**, Virtual Session.

Pillemer, J. (August, 2020). Psychological pain in positive organizational relationships. Presenter in Symposium at the **Academy of Management (AOM) Annual Meeting**, Virtual Session.

Pillemer, J. (August, 2019). The complexity of being me: Understanding the perks and perils of authenticity in professional first impressions. Presenter in Symposium at the **Academy of Management (AOM) Annual Meeting**, Boston, MA.

Dobson, K. & **Pillemer, J**. (August, 2018). Authenticity and social connections at work. Co-organizer of OB Division *Showcase Symposium* at the **Academy of Management (AOM) Annual Meeting**, Chicago, IL.

Fisher, C.M., **Pillemer, J**. & Amabile, T. (August, 2018). What happens next? The temporal dynamics and long-term consequences of prosocial behavior. Presenter in Symposium at the **Academy of Management (AOM) Annual Meeting**, Chicago, IL.

Pillemer, J. (March, 2018). The art of seeming like your true self: Content and consequences of signaling authenticity in high self-enhancement contexts. Presented at **Identity Research Working Conference** at INSEAD.

Pillemer, J & Rothbard, N. (August, 2017). Navigating close relationships at work: Challenges of connecting in a boundaryless world. Organizer of OB Division *Showcase Symposium* at the **Academy of Management (AOM) Annual Meeting,** Atlanta, GA.

Pillemer, J. (December, 2017) When good enough is better than best: Maximizing versus satisficing and employees' objective and subjective success. Paper presented at **INSEAD-Wharton consortium**, Singapore.

Fisher, C.M., **Pillemer,** J., & Amabile, T.M. (August, 2016). How helping happens: Rhythms of help in creative projects. Paper presented at the **Academy of Management (AOM) Annual Meeting,** Anaheim, CA.

Pillemer, J & Rothbard, N. (June, 2016). Friends without benefits: The dark side of workplace friendships. Paper presented at the **Positive Relationships at Work Annual Meeting**, Ithaca, NY.

Carton, A., Tussing, D. & **Pillemer,** J. (August, 2015). The quandary of multiple meanings. Paper presented at the **Academy of Management (AOM) Annual Meeting,** Vancouver, Canada.

TEACHING

STERN SCHOOL OF BUSINESS, NEW YORK UNIVERSITY
Profession Seminar (PhD Seminar)   2025 - present

Management and Organizations (undergraduate core course)   2019 - 2025
- Spring 2025 Instructor Ratings: **5.0/**5.0 and **5.0/**5.0

- Spring 2024 Instructor Rating (reduced load for 4th year and COVID release): **5.0**/5.0
- Spring 2023 Instructor Ratings: **5.0**/5.0, **5.0**/5.0, and **5.0**/5.0
- Spring 2022 Instructor Ratings: **5.0**/5.0, **5.0**/5.0, and **5.0**/5.0
- Spring 2021 Instructor Ratings (virtual due to COVID-19): **5.0**/5.0, **4.9**/5.0, and **4.8**/5.0
- Spring 2020 Instructor Ratings (half virtual due to COVID-19): **5.0**/5.0 and **4.8**/5.0

THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA
Introduction to Management (undergraduate course) TA and Instructor of two recitation sections   2016

AWARDS AND GRANTS

50 Best Undergraduate Professors, Poets and Quants (2025)
Academy of Management Showcase (top 10%) Symposia Panelist and Discussant (2022, 2023, 2025)
Outstanding Reviewer Award, Organization Science (2023)
Award for Outstanding Published Article in Positive Organizational Scholarship - Honorable Mention, Center for Positive Organizations at University of Michigan (2019)
Litton Industries Fellowship – $6,000 (2018)
Wharton-INSEAD Alliance Research Grant - $14,500 (2018)
Wharton Center for Human Resources Research Grant - $8,500 (2018)
Robert Katz Emotions and Organization Research Grant - $4,000 (2018)
Wharton Center for Leadership and Change Management Research Grant, $10,000 (2017)
Outstanding Reviewer Award, Academy of Management Annual Conference, OB division (2017)
Wharton Center for Leadership and Change Management Research Grant, $5,000 (2015)

SERVICE AND MEMBERSHIPS

Internal service

NYU STERN FUTURE OF WORK AND ORGANIZATIONS INITIATIVE   2023 – present
Executive Committee Member and Co-organizer of Annual Research Workshop

STERN UNDERGRADUATE INTRO MGMT AND ORGS COURSE   2021 - present
Course Coordinator

M&O DEPT PHD COMMITTEE
Co-lead OB student admissions and lead OB major comprehensive exams   2022 - 2025

NYU PhD STUDENT ADVISING   2020 - present
Julia Coff (2nd year paper chair)
Olivia Foster-Gimbel (co-author)
Yejin Park (co-author, dissertation committee member)
Taqua Ellehy (co-author)

STERN HONORS PROGRAM   2022 - present
Selected as speaker to Stern Honors Program (4 years)

External service

EDITORIAL BOARD MEMBER   2021 - present
Academy of Management Review
Organization Science
- *Winner of Outstanding Reviewer Award (2023)*
Organizational Behavior and Human Decision Processes (beginning 2026)

AD HOC REVIEWER   2018 - present
Academy of Management Discoveries
Academy of Management Journal
Administrative Science Quarterly
American Journal of Sociology
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology
Personnel Psychology

Service during PhD program

IDEAS LAB (WHARTON)   2017 - 2019
Co-founder and Lab Manager (Identity, Diversity, Engagement, Affect, and Social Relationships)

IMPACT LAB (WHARTON)   2013- 2019
PhD Mentor in Professor Adam Grant's research lab

PRE-PhD WORK EXPERIENCE

CENTER FOR CREATIVE LEADERSHIP   September 2012 - May 2013
Research Analyst, Colorado Springs, CO

HARVARD BUSINESS SCHOOL   July 2009 - August 2012
Research Associate to Professors Teresa Amabile and Michael Wheeler