

EVAN POLMAN

Visiting Assistant Professor of Management and Organizations
Stern School of Business, New York University
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ACADEMIC APPOINTMENTS

2010- Visiting Assistant Professor of Management and Organizations
 STERN SCHOOL OF BUSINESS, NEW YORK UNIVERSITY

EDUCATION

2010 PH.D., Organizational Behavior
 CORNELL UNIVERSITY, ITHACA, NY

2008 M.S., Organizational Behavior
 CORNELL UNIVERSITY, ITHACA, NY

2005 B.COM., Commerce
 MCMASTER UNIVERSITY, HAMILTON, CANADA

PUBLICATIONS

Polman, Evan, Nathan C. Pettit, and Batia M. Wiesenfeld (2013), "Effects of Wrongdoer Status on Moral Licensing," *Journal of Experimental Social Psychology*.

Polman, Evan (2012), "Self-Other Decision Making and Loss Aversion," *Organizational Behavior and Human Decision Processes*, 119 (2), 141-50.

Polman, Evan, and J. Edward Russo (2012), "Commitment to a Developing Preference and Predecisional Distortion of Information," *Organizational Behavior and Human Decision Processes*, 119 (1), 78-88.

Polman, Evan (2012), "Effects of Self-Other Decision Making on Regulatory Focus and Choice Overload," *Journal of Personality and Social Psychology*, 102 (5), 980-93.

Polman, Evan, and Rachel L. Ruttan (2012), "Effects of Anger, Guilt, and Envy on Moral Hypocrisy," *Personality and Social Psychology Bulletin*, 38 (1), 129-39.

Leung, Angela, K.-y., Suntae Kim, Evan Polman, Lay S. Ong, Lin Qiu, Jack A. Goncalo, and Jeffrey Sanchez-Burks (2012), "Embodied Metaphors and Creative 'Acts'," *Psychological Science*, 23 (5), 502-09.

Polman, Evan, and Kyle J. Emich (2011), "Decisions for Others Are More Creative Than Decisions for the Self," *Personality and Social Psychology Bulletin*, 37 (4), 492-501.

Polman, Evan (2011), "When More Pain Is Preferred To Less: The Effect Of Anger In Decision Making," *Social Cognition*, 29 (1), 43-55.

Goncalo, Jack. A., Evan Polman, and Christina Maslach (2010), "When Confidence Comes Too Soon: Collective Efficacy, Conflict and Group Performance Over Time," *Organizational Behavior and Human Decision Processes*, 113 (1), 13-24.

Polman, Evan (2010), "Information Distortion in Self-Other Decision Making," *Journal of Experimental Social Psychology*, 46 (2), 432-435.

Polman, Evan (2010), "Why are Maximizers Less Happy Than Satisficers? Because They Maximize Positive and Negative Outcomes," *Journal of Behavioral Decision Making*, 23 (2), 179-190.

PAPERS UNDER REVISION

Polman, Evan, and Sharon H. Kim, "Effects of Anger, Disgust, and Sadness on Sharing with Others," *Revise & Resubmit at Personality and Social Psychology Bulletin*.

Williams, Michele, and Evan Polman, "Is It Me or You? How Gender Influences Interpersonally Sensitive Behavior," *Revise & Resubmit at Organization Science*.

PAPERS UNDER REVIEW

Polman, Evan, "When Choosing for Others Is More Fun (and Less Depleting) Than Choosing for the Self."

Polman, Evan, Monique M. H. Pollmann, and T. Andrew Poehlman, "The Name-Letter-Effect in Groups: Sharing Initials With Group Members Increases the Quality of Group Work."

Rubineau, Brian, and Evan Polman, "Taken or Granted? Social Capital, Narcissism, and Agency."

WORKS IN PROGRESS

Gifts and Moral Licensing (with Sharon H. Kim)

Motivated Moral Licensing (with Nathan C. Pettit and Batia M. Wiesenfeld)

Perverse Effects of Virtue on Moral Licensing (with Uzma Khan)

Harnessing the Psychological and Physiological Properties of Roles (with Adam D. Galinsky)

Effect of Embarrassment on Eliciting Others' Forgiveness (with Rachel L. Ruttan)

Regulatory Focus and Maximizing/Satisficing Gift-Giving Tendencies (with Barry Schwartz)

Social Properties in Choices for Others (with Kyle J. Emich)

Maximizing/Satisficing and Choosing Hedonic Goods

Choosing Gifts for Picky Others (with Meg G. Meloy and Anne Cheng)

PRESENTATIONS

- 2013 Polman, Evan, "Choosing for Others Is More Fun (and Less Depleting) Than Choosing for the Self." Paper presented at the Society for Consumer Psychology, San Antonio, TX.
- 2012 Polman, Evan, and Sharon H. Kim, "Effects of Anger, Disgust, and Sadness in Social Dilemmas." Paper presented at the Academy of Management Meetings, Boston, MA.
- 2012 Polman, Evan, and Batia M. Wiesenfeld, "Effects of Wrongdoer Status on Moral Licensing." Paper presented at the Academy of Management Meetings, Boston, MA.
- 2012 Rubineau, Brian, and Evan Polman, "Social Capital, Personality, and Agency." Paper presented at the Academy of Management Meetings, Boston, MA.
- 2012 Rubineau, Brian, and Evan Polman, "Social Capital, Personality, and Agency." Paper presented at the American Sociological Association, Denver, CO.
- 2012 Polman, Evan, and Uzma Khan, "Perverse Effects of Moral Self-Concept on Moral Hypocrisy." Paper presented at the 13th annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- 2012 Polman, Evan, and Sean R. Martin, "Embodying 'Drunk With Power': Do People Who Experience Power Fail a Field Sobriety Test?" Poster presented at the 13th annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- 2011 Polman, Evan, and Rachel L. Ruttan, "Effects of Anger, Guilt, and Envy on Moral Judgment." Poster presented at the Society for Judgment and Decision Making, Seattle, WA.
- 2011 Polman, Evan, and Uzma Khan, "Interpersonal Implications of Self-Licensing." Paper presented at the Association for Consumer Research, St. Louis, MO.
- 2011 Rubineau, Brian, and Evan Polman, "Loving Those Who Love Themselves: Narcissism and Changes in Network Centrality." Paper presented at the American Sociological Association, Las Vegas, NV.
- 2011 Leung, Aangela, K.-y., Suntae Kim, Jeffrey Sanchez-Burks, Jack A. Goncalo, Lay S. Ong, Lin Qiu, and Evan Polman, "Physically (and Psychologically) Enacting Metaphors for Creativity Promotes Creative Performance." Poster presented at the Annual Association for Psychological Science, Washington, DC.
- 2011 Polman, Evan, and Kyle J. Emich, "Decisions for Others Are More Creative Than Decisions for the Self." Poster presented at the 12th annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- 2010 Polman, Evan, and Kyle J. Emich, "Decisions for Others Are More Creative Than Decisions for the Self." Poster presented at the Society for Judgment and Decision Making, St. Louis, MO.

- 2010 Polman, Evan, "Differences Between Making Decisions for the Self Versus for Others: A Reversal of Choice Overload." Paper presented at the Academy of Management Meetings, Montreal, QC.
- Nominated for the *William H. Newman Award*
- 2010 Polman, Evan, and Kyle J. Emich, "Decisions for Others Are More Creative Than Decisions for the Self." Paper presented at the Academy of Management Meetings, Montreal, QC.
- 2010 Polman, Evan, "Information Distortion in Self-Other Decision Making." Poster presented at the 11th annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- 2009 Polman, Evan, "Differences in Making Choices for the Self Versus for Others: A Reversal of the Choice Overload Effect." Paper presented at the Einhorn Award Presentation at the Society for Judgment and Decision Making, Boston, MA.
- Winner of the *Hillel Einhorn New Investigator Award*
- 2009 Polman, Evan, "Information Distortion in Self-Other Decision Making." Poster presented at the Society for Judgment and Decision Making, Boston, MA.
- 2009 Polman, Evan, "Why are Maximizers Less Happy than Satisficers? Because they maximize success and failure." Paper presented at the Academy of Management Meetings, Chicago, IL.
- 2009 Williams, Michele, and Evan Polman, "When Colleagues Fear to Tread: How Gender Composition Influences Interpersonally Sensitive Behavior." Paper presented at the Academy of Management Meetings, Chicago, IL.
- 2009 Polman, Evan, "When Pain is Preferred to Pleasure: Differential Effects of Happiness and Anger on Self-Reward and Self-Punishment." Poster presented at the 10th annual meeting of the Society for Personality and Social Psychology, Tampa, FL.
- 2009 Polman, Evan, "Why are Maximizers Less Happy than Satisficers? Because they maximize success and failure." Poster presented at the 4th annual Judgment and Decision Making SPSP Pre-conference, Tampa, FL.
- Recipient of a *Society for Personality and Social Psychology Travel Award*
- 2008 Goncalo, Jack A., Evan Polman, "Testing an Evolutionary Theory of Idea Selection in Groups." Paper presented at the Academy of Management Meetings, Anaheim, CA.
- 2008 Polman, Evan, "The Good, the Bad, and the Ugly Effects of Exerting Effort: If Exerting Effort Leads to High Performances, yet Depresses Self-View, are People Better Off Not Exerting Effort?" Poster presented at the 9th annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- 2008 Polman, Evan, "Differences Between Making Decisions for the Self Versus for Another: The Role of Regulatory Focus in a Choice Overload Paradigm." Poster presented at the 3rd annual Judgment and Decision Making SPSP Pre-conference, Albuquerque, NM.
- Recipient of a *Society for Personality and Social Psychology Travel Award*

- 2007 Goncalo, Jack A., Evan Polman, "When Confidence Comes Too Soon: Collective Efficacy, Conflict and Group Performance Over Time." Paper presented at the Academy of Management Meetings, Philadelphia, PA.
- Winner of the *Academy of Management Best Paper Award (MOC Division)*

INVITED TALKS

- 2012 University of Calgary - Haskayne School of Business (October 29)
2012 University of Toronto - Rotman School of Management (September 18)
2012 Duke University - Fuqua School of Business (September 12)
2012 University of Wisconsin-Madison - Wisconsin School of Business (September 7)
2012 Columbia University - Columbia Business School (February 28)
2012 London Business School (January 9)
2011 New York University - Department of Psychology (October 29)
2011 Temple University - Fox School of Business (October 28)
2010 Stanford University - Graduate School of Business (April 9)
2010 Case Western Reserve University - Weatherhead School of Management (January 20)

AWARDS

- 2010 William H. Newman Award (nominee), Academy of Management
2009 Hillel Einhorn New Investigator Award, Society for Judgment and Decision Making
2009 Benjamin Miller Dissertation Award
2009 Society for Personality and Social Psychology Travel Award
2008 Benjamin Miller Dissertation Award Runner-Up
2008 Society for Personality and Social Psychology Travel Award
2007 Academy of Management Best Paper Award (MOC Division)
2005 Cornell University Sage Fellowship
2005 Undergraduate Student Research Award

OTHER PUBLICATIONS

Kim, Suntae, Evan Polman, and Jeffrey Sanchez-Burks (2012), "When Truisms Are True," *The New York Times*.

SELECTED MEDIA MENTIONS

- The Huffington Post* - "Think of others if you want bigger, better ideas" (April 6, 2013)
Psychology Today - "Your initial choices often get stronger" (July 24, 2012)
Harvard Business Review - "Creativity lessons from Charles Dickens and Steve Jobs" (March, 2012)
NPR - "Thinking outside the box, with our bodies and our brains" (March 1, 2012)
Wall Street Journal - "Thinking outside the box - Literally" (January 25, 2012)
The Huffington Post - "Thinking out of the box: How physical experience enhances creativity" (October 27, 2011)
Psychology Today - "Field guide to the maximizer" (September/October, 2011)
Scientific American Mind - "Can I help you? Solving a problem is easier when it belongs to someone else" (July/August, 2011)

The Daily Telegraph – "Employees are faster and more creative when solving other people's problems" (May 22, 2011)
The Huffington Post – "A simple trick to boost your creativity" (April 16, 2011)
Wall Street Journal – "Getting out of your head" (March 5, 2011)
BNET – "Be less self-centered to be more creative, study says" (March 5, 2011)
Fast Company – "We are more creative when we help others" (March 3, 2011)
Big Think – "Pretend & be more creative?" (March 1, 2011)
The Boston Globe – "Creative distance" (February 27, 2011)

COURSES TAUGHT

Leadership in Organizations (New York University; MBA; Fall 2012, Spring 2013)

Avg. Instructor Rating = 6.5/7.0

Management and Organizations (New York University; Undergraduate; Spring 2011, Fall 2011)

Avg. Instructor Rating = 6.2/7.0

AD HOC REVIEWER

European Journal of Social Psychology
International Journal of Psychology
Journal of Behavioral Decision Making
Journal of Organizational Behavior
Journal of Personality and Social Psychology
Management Science
Motivation and Emotion
Organizational Behavior and Human Decision Processes
PLOS ONE

RESEARCH INTERESTS

Social judgment and choice; Self-other differences; Moral licensing; Creativity; Emotions

REFERENCES

JACK A. GONCALO (advisor)
Associate Professor
Cornell University
391 Ives Hall, Ithaca NY 14853
(607) 255-2085
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J. EDWARD RUSSO
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UZMA KHAN
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