

Francesca Gino

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ACADEMIC POSITIONS HELD

- 2008 - present **UNIVERSITY OF NORTH CAROLINA**, Chapel Hill, North Carolina
Assistant Professor of Organizational Behavior
Willard J. Graham Fellow (2009-present)
- 2006 - 2008 **CARNEGIE MELLON UNIVERSITY**, Pittsburgh, Pennsylvania
Visiting Assistant Professor of Organizational Behavior (2007-2008), Post-
Doctoral Fellow in Organizational Behavior (2006-2007)

EDUCATION

- 2004 - 2006 **HARVARD UNIVERSITY**, Boston, Massachusetts
Post-Doctoral Fellow, Senior Researcher and Lecturer
- 2001- 2004 **SANT'ANNA SCHOOL OF ADVANCED STUDIES**, Pisa, Italy
Ph.D. in Economics and Management, September 2004
M.S. in Economics and Management, September 2002
- 2002 - 2004 **HARVARD UNIVERSITY**, Boston, Massachusetts
Visiting fellow
- 1997 - 2001 **UNIVERSITY OF TRENTO**, Trento, Italy
B.A. in Business Economics, *Magna Cum Laude*, July 2001

JOURNAL PUBLICATIONS (in reverse chronological order)

Forthcoming

1. **Gino, F.**, Argote, L., Miron-Spektor, E., & Todorova, G. (2010). First, get your feet wet. The effects of learning from direct and indirect experience on team creativity. *Organizational Behavior and Human Decision Processes*. Forthcoming.
2. **Gino F.**, Shu, L. L., & Bazerman, M. H. (2010). Nameless + Harmless = Blameless: When seemingly irrelevant factors influence judgment of (un)ethical behavior. *Organizational Behavior and Human Decision Processes*. Forthcoming.
3. Moore, D. A., Swift, S. A., Sharek, Z., & **Gino, F.** (2010). Correspondence bias in performance evaluation: Why grade inflation works. *Personality and Social Psychology Bulletin*. Forthcoming.

4. **Gino, F.**, Norton, M., & Ariely, D., (2010). The counterfeit self: The deceptive costs of faking it. *Psychological Science*. Forthcoming.
5. Grant, A., & **Gino, F.** (2010). A little thanks goes a long way: Explaining why gratitude expressions motivate prosocial behavior. *Journal of Personality and Social Psychology*. Forthcoming.
6. **Gino, F.** & Pierce, L. (2010). Robin Hood under the hood: Wealth-based discrimination in illicit customer help. *Organization Science*. Forthcoming.
7. Zhong, C. B., Bohns, V. K., & **Gino, F.** (2010). A good lamp is the best police: Darkness increases self-interested behavior and dishonesty. *Psychological Science*. Forthcoming.

2009

8. **Gino, F.**, Gu, J., & Zhong, C. B. (2009). Contagion or restitution? When bad apples can motivate ethical behavior. *Journal of Experimental Social Psychology*, 45(6), 1299-1302.
9. **Gino, F.** & Pierce, L. (2009). Dishonesty in the name of equity. *Psychological Science*, 20(9), 1153-1160.
10. **Gino, F.** & Bazerman, M. H. (2009). When misconduct goes unnoticed: The acceptability of gradual erosion in others' unethical behavior. *Journal of Experimental Social Psychology*, 45(4), 708-719.
11. **Gino, F.** & Pierce, L. (2009). The abundance effect: Unethical behavior in the presence of wealth. *Organizational Behavior and Human Decision Processes*, 109(2), 142-155.
12. Mead, N., Baumeister, R. F., **Gino, F.**, Schweitzer, M., & Ariely, D., (2009). Too tired to tell the truth: Self-control resource depletion and dishonesty. *Journal of Experimental Social Psychology*, 45(3), 594-597.
13. **Gino, F.**, Ayal, S., & Ariely, D. (2009). Contagion and differentiation in unethical behavior: The effect of one bad apple on the barrel. *Psychological Science*, 20(3), 393-398.
14. **Gino, F.**, Shang, J., & Croson, R. C. (2009). The impact of information from similar or different advisors on judgment. *Organizational Behavior and Human Decision Processes*, 108(2), 287-302.

2008

15. **Gino, F.**, & Schweitzer, M. (2008). Blinded by anger or feeling the love: How emotions influence advice taking. *Journal of Applied Psychology*, 93(5), 1165-1173.
This paper won the *Best Paper Award* in the Conflict Management Division at the Academy of Management, August 2008. A short version of this paper was published in the Academy of Management Best Paper Proceedings, August 2008.
16. **Gino, F.** (2008). Do we listen to advice just because we paid for it? The impact of advice cost on its use. *Organizational Behavior and Human Decision Processes*, 107(2), 234-245.
17. **Gino, F.**, & Pisano, G. (2008). Toward a theory of behavioral operations. *Manufacturing and Service Operations Management*, 10(4), 676-691.

18. **Gino, F.**, & Moore, D. A. (2008b). Using final deadlines strategically in negotiation. *Negotiation & Conflict Management Research*, 1(4), 371-389.
19. **Gino, F.**, & Moore, D. A. (2008a). Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger. *Negotiation & Conflict Management Research*, 1(1), 77-96.

2007

20. **Gino, F.**, & Moore, D. A. (2007). Effects of task difficulty on use of advice. *Journal of Behavioral Decision Making*, 20(1), 21-35.

BUSINESS ARTICLES

21. Garvin, D., Edmondson, A., & **Gino, F.** (2008). Is your organization a learning organization? *Harvard Business Review*, March, 109-116.
22. **Gino, F.** (2006). Let me give you some advice. Forethought. *Harvard Business Review*, March.

BOOKS

23. Gaio, L., **Gino, F.**, & Zaninotto, E. (2002). *Production systems. Handbook of operations management* (in Italian), Roma, Carocci.

CHAPTERS IN EDITED BOOKS

24. Shu, L. L., **Gino, F.**, & Bazerman, M. H. (2010). Bounded ethics through moral disengagement: Changing how ethical we are by changing our view of what is ethical. In D. De Cremer and A. E. Tenbrunsel (Ed.), *Behavioral Business Ethics: Ideas on an Emerging Field*. Taylor and Francis Publishing.
25. **Gino, F.**, Moore, D. A., & Bazerman, M. H. (2009). See no evil: When we overlook other people's unethical behavior. In R. M. Kramer, A. E. Tenbrunsel and M. H. Bazerman (Ed.), *Social Decision Making: Social Dilemmas, Social Values, and Ethical Judgments*, pp. 241-263. Psychology Press.
26. **Gino, F.**, Todorova, G., Miron-Spektor, E., & Argote, L., (2009). When and why prior task experience fosters team creativity. In M. Neale, E. Mannix, and J. Goncalo (Ed.), *Research on Managing Groups and Teams: Creativity in Groups*, Volume 12, pp. 87-110. Emerald Group Publishing Limited.
27. Argote, L., & **Gino, F.** (2009). Group learning. *Encyclopedia of Group Processes and Intergroup Relations*. Sage Publications.

CASES AND TEACHING NOTES

- Gino, F.**, & Pisano, G. "Ducati Corse: The Making of a Grand Prix Motorcycle." Harvard Business School Case 605-090.

Gino, F., & Pisano, G. “Ducati Corse: The Making of a Grand Prix Motorcycle TN.” Harvard Business School Teaching Note 606-141.

Gino, F., & McAfee, A. P. “Ducati Corse.” Harvard Business School Case 605-091.

Gino, F., & Pisano, G. “Teradyne Corporation: The Jaguar Project.” Harvard Business School Case 606-042.

Gino, F., & Pisano, G. “Teradyne Corporation: The Jaguar Project TN.” Harvard Business School Teaching Note 606-138.

Bowen, K., & **Gino, F.** “Whitesides Lab.” Harvard Business School Case 606-064.

Gino, F., & Pisano, G. “Vertex Pharmaceuticals: R&D Portfolio Management (B).” Harvard Business School Supplement 606-116.

Gino, F., & Pisano, G. “Vertex Pharmaceuticals: R&D Portfolio Management (C).” Harvard Business School Supplement 606-117.

Gino, F., & Pisano, G. “Vertex Pharmaceuticals: R&D Portfolio Management (A), (B) and (C) TN.” Harvard Business School Teaching Note 606-145.

CONFERENCE PRESENTATIONS

2009

Gino, F. (2009, October). Symposium titled “Deviating from or Resetting Consumers Ethical Standards” (*Chair and Organizer*). Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

Cavanaugh, L., **Gino, F.**, & Fitzsimons, G. (2009, October). Mirror... mirror on the wall, whose the greenest giver of them all?: Understanding when and why men and women gift ethically-made products. Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

Gino, F., Norton, M. I., & Ariely, D. (2009, October). The counterfeit self: The deceptive costs of counterfeiting. Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

Ayal, S., **Gino, F.**, & Ariely, D. (2009, October). Finding balance on the moral scale: Dishonest behavior and the promise of confession. Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

Sharek, Z., Swift, S. A., **Gino, F.**, & Moore, D. A. (2009, October). Not as big as it looks: Attribution errors in the perceptual domain. Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

Gino, F. (2009, October). How bad apples can motivate ethical or unethical behavior. Behavioral ethics conference - *Regulating ethical failures: Insights from psychology*, Rotterdam School of Management, Rotterdam, the Netherlands.

Gino, F. (2009, August). Symposium on the determinants and consequences of (un)ethical judgment and behavior (*Chair and Organizer*). Academy of Management, Chicago, Illinois.

Gino, F., & Pierce, J. L. (2009, August). Dishonesty in the Name of Equity. Academy of Management, Chicago, Illinois.

Gino, F., Shu, L. L., & Bazerman, M. H. (2009, August). Dishonest deed, clear conscience: Self-preservation through moral disengagement. Academy of Management, Chicago, Illinois.

Gino, F., Schweitzer, M. (2009, August). Seeing and believing: How expressed emotions influence trust and advice taking. Academy of Management, Chicago, Illinois.

Gino, F., Ayal, S., & Ariely, D. (2009, July). Contagion and differentiation in unethical behavior: The effect of one bad apple on the barrel. INGroup Conference, Colorado Springs, Colorado.

Gino, F., Ayal, S., & Ariely, D. (2009, July). Out of sight, ethically fine? The effects of collaborative work on individuals' dishonesty. INGroup Conference, Colorado Springs, Colorado.

Gino, F., Ayal, S., & Ariely, D. (2009, June). Contagion and differentiation in unethical behavior: The effect of one bad apple on the barrel. Erasmus Leadership Conference, Rotterdam, the Netherlands.

Gino, F. (2009, May). The effects of emotions on advice taking. APS Annual Conference, San Francisco, California.

Gino, F., Argote, L., Miron-Spektor, E., & Todorova, G. (2009, February). First, get your feet wet. The effects of prior experience on team innovation. Organization Science Winter Conference, Steamboat Springs, Colorado.

2008

Gino, F., Krupka, E., & Weber, R. (2008, November). Choosing to fight fair: Endogenous selection of reporting standards and ethical behavior. Economic Science Association Conference, Tucson, Arizona.

Gino, F., Shang, J., & Croson, R. C. (2008, November). Do as I say, not as I do: How advice form affects judgment. Society of Judgment and Decision Making Conference, Chicago, Illinois.

Moore, D. A., Swift, S. A., Sharek, Z. S., & **Gino, F.** (2008, November). Correspondence bias in performance evaluation and the benefits of having been graded leniently. Society of Judgment and Decision Making Conference, Chicago, Illinois.

Gino, F. (2008, August). Symposium on Environmental and Outcome-Based Influences on Unethical Behavior (*Chair and Organizer*). Academy of Management, Anaheim, California.

Gino, F., & Pierce, J. L. (2008, August). The abundance effect: Unethical behavior in the presence of wealth. Academy of Management, Anaheim, California.

Gino, F., Moore, D. A., & Bazerman, M. H. (2008, August). No harm, no foul: The outcome bias in ethical judgments. Academy of Management, Anaheim, California.

Sharek, Z. S., Moore, D. A., Swift, S. A., & **Gino, F.** (2008, August). Reducing, enhancing and eliminating the correspondence bias. Academy of Management, Anaheim, California.

Gino, F., & Moore, D. A. (2008, July). The beauty premium in negotiation. IACM, Chicago, Illinois.

Gino, F., Moore, D. A., & Bazerman, M. H. (2008, July). No harm, no foul: The outcome bias in ethical judgments. IACM, Chicago, Illinois.

Gino, F., Debo, L., & Boatwright., P. (2008, July). Just tell me why: Rational and irrational reactions to new product shortages. Behavioral Operations Conference, Alberta, Canada.

Gino, F., Argote, L., Miron-Spektor, E., & Todorova, G. (2008, April). First, get your feet wet. The effects of prior experience on team innovation. Creativity and Groups Conference, San Francisco, California.

2007

Gino, F., & Bazerman, M. (2007, November). Slippery slopes and misconduct. Society of Judgment and Decision Making Conference, Long Beach, California.

Gino, F., Bloomfield, R. J., & Kulp, S. L. (2007, November). Behavioral causes of the bullwhip effect in a single echelon. Annual Meeting of INFORMS, Seattle, Washington.

Sharek, Z. S., Moore, D. A., Swift, S. A., & **Gino, F.** (2007, August). Correspondence bias in performance evaluation. Academy of Management, Philadelphia, Pennsylvania.

Gino, F., & Moore, D. A. (2007, August). Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger. Academy of Management, Philadelphia, Pennsylvania.

Gino, F., & Moore, D. A. (2007, July). Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger. IACM, Budapest, Hungary.

2006

Gino, F. (2006, November). The impact of information from similar or different advisors on judgment. Society of Judgment and Decision Making Conference, Houston, Texas.

Gino, F. & Pisano, G. (2006, November). Behavioral operations. Annual Meeting of INFORMS, Pittsburgh, Pennsylvania (*Session Chair*).

Gino, F. & Pisano, G. (2006, June). Do managers' heuristics affect R&D performance volatility? A simulation informed by the pharmaceutical industry. Behavioral Research in Operations and Supply Chain Management Conference, PennState Smeal College of Business.

INVITED SEMINARS

2010

Graduate School of Business, Stanford University, San Francisco: April
Duke University, Social Psychology Dept., Durham: March
Harvard Business School, Harvard University, Boston: January

2009

Booth School of Business, University of Chicago, Chicago: December
Stern School of Business, New York University, New York: December

Stephen M. Ross School of Business, University of Michigan, Ann Arbor: November
School of Journalism and Mass Communication, University of North Carolina, Chapel Hill: November
INSEAD, Fontainebleau (France): October
London Business School, London (UK): October
Wharton School, University of Pennsylvania, Philadelphia: October
Marshall School of Business, University of Southern California, Los Angeles: September
Fuqua School of Business, Duke University, Durham: May
Harvard Business School, Harvard University, Boston: May
University of California in San Diego, San Diego: April
Rotman School of Management, University of Toronto, Toronto: April
Olin School of Business, Washington University in St. Louis, St. Louis: March
Psychology Dept., University of North Carolina, Chapel Hill: March

2008

Yale School of Management, Yale University, New Haven: February
INSEAD, Fontainebleau (France): February
Olin School of Business, Washington University in St. Louis, St. Louis: January
Carlson School of Management, University of Minnesota, Minneapolis: January
Harvard Business School, Harvard University, Boston: January
Wharton School, University of Pennsylvania, Philadelphia: January
School of Management, Boston University, Boston: January
Fisher College of Business, Ohio State University, Columbus: January

2007

Kennedy School/Dubai initiative, Harvard University, Boston: December
Kenan-Flagler Business School, University of North Carolina, Chapel Hill: December
Fox School of Business, Temple University, Philadelphia: November

2006

Center for Behavioral Decision Research, Carnegie Mellon University, Pittsburgh: August
INSEAD, Fontainebleau (France): February
Wharton School, University of Pennsylvania, Philadelphia: January

2005

Sloan School of Management (MIT), Boston: December
Harvard Business School, Harvard University, Boston: October

2004

Tuck School of Business, Dartmouth College, Hanover: December
Harvard Business School, Harvard University, Boston: October
Sloan School of Management (MIT), Boston: March
Harvard Business School, Harvard University, Boston: March

RESEARCH GRANTS

2009 Junior Faculty Development Award, University of North Carolina in
Chapel Hill. Research grant for: *Interpersonal Corruption: Laboratory
and Field Experiments on Illicit Helping and Hurting in Organizations*
(\$7,500)

- 2009 University Research Council, University of North Carolina in Chapel Hill. Research grant for: *Choosing Ethical or Unethical Environments: The influence of others' behavior on selection decisions* (\$5,000)
- 2008 University Research Council, University of North Carolina in Chapel Hill. Research grant for: *Going the extra mile to help others: Social comparison, emotions and unethical behavior* (\$5,000)
- 2008 Center for the Study of Ethics and Human Values, Washington University in St. Louis. Research grant for: *The Robin-Hood effect – Do we cheat for the sake of others?* with J. Lamar Pierce. (\$4,200)
- 2008 IZA - Institute for the Study of Labor in Bonn, Germany. Research grant for: *When good apples choose bad environments*, with Erin Krupka and Roberto Weber. (\$4,520)
- 2008 Center for Behavioral Decision Research (CBDR) Small Grant Program, Carnegie Mellon University, multiple projects. (\$20,000)
- 2007 National Science Foundation. Research grant for: *Correspondence Bias in Performance Appraisal: Why Selecting an Easy Task is a Recipe for Success*, with Don Moore and Zachariah Sharek, 2007-2009. (\$223,000)
- 2005 Time-sharing Experiments for the Social Sciences (TESS) grant for experimental survey research (NSF-funded grant)
- 2001 - 2004 Recipient of Full Time Doctoral Fellowship, Sant'Anna School of Advanced Studies, Pisa, Italy
- 2002 - 2003 Recipient of Fellowship for the Visiting at Harvard University, Sant'Anna School of Advanced Studies, Pisa, Italy
- July 2001 Fourth-year tuition scholarship for completing the BA degree within four years, University of Trento, Trento, Italy

HONORS AND AWARDS

- 2009 *Management Science Meritorious Service Award* for notable service to the journal as a reviewer
- 2008 Best paper award, Conflict Management Division of the Academy of Management, August 2008
- November 2002 Awarded “Best Graduate” of the years 2000, 2001 and 2002, University of Trento, Trento, Italy
- July 2001 Ranked First in PhD Entrance Exam, Sant'Anna School of Advanced Studies, Pisa, Italy

TEACHING EXPERIENCE

Spring 2010: Negotiation, MBA course (2 sections), Kenan-Flagler Business School, University of North Carolina at Chapel Hill (instructor's rating: __/5)

Fall 2009: Individual Behavior in Organizations, PhD course (co-taught with other three instructors), Kenan-Flagler Business School, University of North Carolina at Chapel Hill (instructor's rating: __/5)

Spring 2009 and 2010: Groups and Teams in Organizations, undergraduate BSBA course (2 sections), Kenan-Flagler Business School, University of North Carolina at Chapel Hill (instructor's rating: 4.88/5)

Spring 2009 and 2010: Groups and Teams in Organizations, MBA course (2 sections), Kenan-Flagler Business School, University of North Carolina at Chapel Hill (instructor's rating: 4.62/5)

*Spring 2008: Groups and Teams in Organizations, MBA course, Tepper School of Business, Carnegie Mellon University (*Teaching Assistant*)*

Fall 2007: Business Ethics, Master Program, Heinz School of Public Policy, Carnegie Mellon University (2 invited guest lectures)

Fall 2007: Business Ethics, MBA course, Tepper School of Business, Carnegie Mellon University (2 invited guest lectures)

Fall 2007 and 2006: Introduction to Organizational Behavior, undergraduate core course (2 sections each year), Tepper School of Business, Carnegie Mellon University

Fall 2005: The Management of Technological Innovation, PhD course, Harvard Business School.

Summer 2002: Lectures on "Complexity and Innovation" in the Innovation Module of the Marconi Master Program, Sant'Anna School of Advances Studies (Italy).

TEACHING EXPERIENCE IN EXECUTIVE PROGRAMS

- Leading Teams
- Managerial Decision Making
- Negotiation and Collaboration
- Team Creativity and Innovation
- Influence and Persuasion

ADVISING

Dissertation Committees

- Catherine Shea, Duke Management (member, expected 2011)
- James Berry, UNC Organizational Behavior (co-chair, expected 2010)
- Tina Juillerat, UNC Organizational Behavior (co-chair, expected 2010)
- Joseph Radzevick, Carnegie Mellon University Organizational Behavior (member, expected 2010)
- Kimberly Ling, Carnegie Mellon University Organizational Behavior (member, 2009)

Undergraduate Honor Theses Supervised

- Daron Sharps, UNC OB (2009-2010)
- Chris Myers, UNC OB (2009-2010)
- Jonathan Tugman, UNC OB (2009-2010)
- Carolina Velez, CMU Decision Sciences (2009-2010)
- Andrew Hafenbrack, CMU OB (2007-2008)

UNIVERSITY SERVICE

University of North Carolina at Chapel Hill

- Coordinator, OB seminar series (2008-present)
- Co-coordinator, Behavioral Laboratory (2008-present)
- Coordinator, paid subject pool (2008-present)
- Coordinator, credit subject pool (2008-present)
- Director, Center for Decision Research (CDR) (2008-present)
- Honor thesis reader (2008-2009)
- Interviewer, BSBA admissions (2008-2009)

Carnegie Mellon University

- Co-coordinator, CBDR (Center for Behavioral Decision Research) seminar series (2006-2008)
- Co-coordinator, OB subject pool (2006-2008)
- Co-coordinator, paid subject pool (2006-2008)
- Manager, CBDR (2006-2008)
- Summer papers reader (2006-2008)
- Honor thesis reader (2006-2008)

Harvard Business School, Harvard University

- Organizer and Coordinator, Behavioral Operations seminar series (2004-2006)
- Coordinator, Behavioral Operations initiative (2004-2006)

PROFESSIONAL ACTIVITIES

Ad-Hoc Reviewing for Journals:

Acta Psychologica
Organizational Behavior and Human Decision Processes
Organization Science
Management Science
Journal of Applied Social Psychology
Journal of Behavioral Decision Making
Journal of Experimental Social Psychology
Journal of Management Studies
Journal of Operations Management
Personality and Social Psychology Bulletin
Psychological Science
Social Psychological and Personality Science

Ad-Hoc Reviewing for Conferences and Grant Programs:

Academy of Management Conference (various divisions)

National Science Foundation Grants
Time-sharing Experiments for the Social Sciences (TESS) Grants

PROFESSIONAL MEMBERSHIPS

- Academy of Management (2004-present)
- American Psychological Association (2009-present)
- Association for Psychological Science (2008-present)
- Society of Judgment and Decision Making (2004-present)
- Society of Personality and Social Psychology (2008-present)

POPULAR PRESS COVERAGE

My work has been cited in the *New York Times*, in the *Journal of Financial Planning* and covered in *Harvard Business School Working Knowledge*, *Newsweek*, *Knowledge@Wharton*, *Pittsburgh Post-Gazette*, *Pittsburgh Tribune Review*, *Psychology Today*, *Metro Networks News* and *Associations Now*.