

Peter Ronald Belmi
Darden School of Business
University of Virginia

ACADEMIC APPOINTMENT

Assistant Professor 2015-
Darden School of Business, University of Virginia

EDUCATION

Stanford Graduate School of Business PhD 2015
Major: Organizational Behavior

San Francisco State University MS 2010
Major: Industrial-Organizational Psychology

Ateneo de Manila University BA 2007
Major: Psychology

AWARDS AND HONORS

Poets and Quants Top 40 Business Professors Under 40 (2018)
Poets and Quants Favorite Classes of Top MBAs (2018)
University of Virginia's Mead Endowment and The John Colley Award (2018)
Thinkers50 On the Radar List: 30 Management Thinkers Most Likely to Shape the Future (2018)
BSchools.Org Exceptional Organizational Leadership Faculty Top MBA Professors (2018)
Outstanding Teaching Recognition (top 10%), Darden Business School (2017-2018)
Nominee, Outstanding Faculty Award, Darden Business School (2018)
Nominee, Diversity Faculty Award, Darden Business School (2018)
Outstanding Teaching Recognition (top 10%), Darden Business School (2016-2017)
Nominee, Outstanding Faculty Award, Darden Business School (2017)
Nominee, Diversity Faculty Award, Darden Business School (2017)
Best Symposium Award, Academy of Management OB Division (2017)
Participant, Organizational Behavior Junior Faculty Workshop (2017)
Best Article Award, Academy of Management Discoveries (2016)
Outstanding Teaching Recognition (top 10%), Darden Business School (2015-2016)
Center for Decision Research Independent Research Grant, University of Chicago (2015)
OB Department Nominee, AOM Doctoral Consortium (2014)
DARE Fellow Alternate, Office of the Vice Provost for Graduate Education (2013)
Best Paper Award, Excellence in Ethics Research Conference (2013)
Outstanding Research Award, Society for Personality and Social Psychology (2012)
Clara Mayo Grant, Society for the Psychological Study of Social Issues (2011)
Distinguished Graduate Student Award, San Francisco State University (2010)

PUBLICATIONS

1. **Belmi, P.**, Neale, M., Reiff, D., & Ulfe, R. (in press). The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality. *Journal of Personality and Social Psychology*.
2. **Belmi, P.** & Pfeffer, J. (2018). The effect of economic consequences on social judgment and choice: Reward interdependence and the preference for sociability versus competence. *Journal of Organizational Behavior*, 39, 990-1007.
 **Selected media mentions: UVA Today, Ideas for Leaders, BBC News, The Wall Street Journal, Stanford GSB Insights, SalesFuel, FastCompany.com
3. **Belmi, P.** & Laurin, K. (2016). Who wants to get to the top? Class and lay theories about power. *Journal of Personality and Social Psychology*, 111(4), 567-584.
 **Selected media mentions: The Boston Globe, Insight (United Kingdom), The Financial Times, UVA Today, Poets and Quants, Greater Diversity News
4. **Belmi, P.** & Pfeffer, J. (2016). Power and death: Mortality salience increases power-seeking while feeling powerful reduces death anxiety. *Journal of Applied Psychology*, 101(5): 702-720.
 **Featured article
 **Selected media mentions: The Boston Globe, The Stanford Report, UVA Today, Poets and Quants, Greater Diversity News
5. **Belmi, P.** & Pfeffer, J. (2015). How ‘organization’ weakens the norm of reciprocity: The effects of attributions for favors and a calculative mindset. *Academy of Management Discoveries*, 1, pp. 36-57.
 **Best Article Award, Academy of Management Discoveries 2016
 **Selected article for the inaugural issue
 **Selected media mentions: The Wall Street Journal, Bloomberg Business, UVA Today, Poets and Quants, Greater Diversity News
6. **Belmi, P.**, Barragan, R., Neale, M., & Cohen, G. (2015). Threats to identity can trigger social deviance. *Personality and Social Psychology Bulletin*, 41(4), 467-484.
 **Best Paper Award, Excellence in Ethics Conference 2013
 **Outstanding Research Award, SPSP 2012
 **Winner, Clara Mayo Grant, SPSSI 2011
 **Selected Media Mentions: Vox.com, UVA Today, Poets and Quants, Greater Diversity News
7. **Belmi, P.** & Neale, M. (2014). Mirror, mirror, on the wall, who’s the fairest of them all? Thinking that one is attractive increases the tendency to support inequality. *Organizational Behavior and Human Decision Processes*, 124(2), 133-149.
 **Selected media mentions: The New Yorker, Vox.com, Priceonomics, Financial Times, Calcalist, Yahoo News, Harvard Business Review Blog, Allure Magazine, The Daily Mail, Huffington Post, Public Radio International, Bustle, UVA Today, Poets and Quants, Greater Diversity News

RESEARCH INTERESTS

Power, Status, and Social Class
Inequality, Hierarchies, Intergroup Relations

MANUSCRIPTS INVITED FOR REVISION AND UNDER REVIEW

Belmi, P. Raz, K., Neale, M., & Thomas-Hunt, M. (invited revision). Discrimination in the labor market. *Administrative Science Quarterly*.

Belmi, P. & Schroeder, J. (under review). Objectification. *Journal of Personality and Social Psychology*.

Belmi, P., Phillips, T., & Laurin, K., Engstrom, H. (under review). Merit beliefs. *Journal of Personality and Social Psychology*.

Han, I., **Belmi, P.**, & Thomas-Hunt, M. (under review). Social class and advice-seeking. *Journal of Applied Psychology*.

Baker, S., Hernandez, M., **Belmi, P.** (under review). Leader overconfidence. *Administrative Science Quarterly*.

RESEARCH IN PROGRESS

Belmi, P. (data collection in progress). Potential.

Belmi, P., & Raveendhran, R., McCluney, C. (data collection in progress). Technology.

Belmi, P. & Han, I. (data collection in progress). Advice-seeking: Part Two.

Belmi, P. & Laurin, K. (data collection in progress). Time management.

Belmi, P., & Levine, E., Good, K., & Shaw, A. (data collection in progress). Social class and communication.

Belmi, P. & Adams, G., & Jun, S. (theory formulation stage). Incivility.

Belmi, P., Tibbets, Y. & Han, I. (theory formulation stage). Mindsets.

Frey, E., Adams, G., **Belmi, P.**, & Pfeffer, J. (theory formulation stage). Punishment.

PRACTITIONER PUBLICATIONS

Belmi, P., & **Newman, C.** (2018). 5 factors that fuel income inequality. *UVA Today (also reprinted in: Darden Ideas to Action)*.

Belmi, P. (2017). Getting ahead at work: Social class divide, power and office politics. *HR Zone*

Belmi, P. & Black, C. (2016). Power and social advantage: The vicious cycle and what to do about it. *Darden Ideas to Action*.

Belmi, P. & Bowers, K. (2016). The meaning of demeaning: Social identity threats and deviant behavior. *Darden Ideas to Action*.

CASE STUDIES AND TEACHING MATERIALS

Belmi, P. & Yemen, G. (2017). Oliver North and the Iran-Contra Deal: The Good, the Bad, the Ugly. *Darden Business Publishing*.

Belmi, P. & Yemen, G. (2016). Bryanboy. *Darden Business Publishing*.

TEACHING EXPERIENCE

University of Virginia, Darden School of Business

GBUS 7619 Paths to Power (First-Year Leadership Elective)

2016: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 65 students

2017: instructor rating: 4.90/5.00; course rating: 4.83/5.00, 68 students

2018(A): instructor rating: 5.00/5.00; course rating: 5.00/5.00, 69 students

2018(B): instructor rating: 4.96/5.00; course rating: 4.96/5.00, 68 students

GBUS 7619 Paths to Power (Second-Year Leadership Elective)

2017: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 66 students

GBUS 7341 Leading Organizations (First Year Core Course)

2016: instructor rating: 4.82/5.00; course rating: 4.62/5.00, 66 students

2017: instructor rating: 4.89/5.00; course rating: 4.67/5.00, 65 students

2018: instructor rating: 4.90/5.00; course rating: 4.78/5.00, 67 students

GBUS 9858 Doctoral Seminar on Leadership: The Social Psychology of Organizations

2015: instructor rating: 5.00/5.00; course rating: 5.00/5.00, 6 students

Darden Before Darden: Introduction to Leading Organizations (1x)

2018: instructor rating: 4.74/5.00; course rating: 4.54/5.00, 145 students

EXEC MBA LR2 Feeling the Future: A Peek into What the Future Holds (2x)

2018 (invited instructor)

University of Virginia, McIntire School of Commerce

Intro to Power (M.S. in Accounting Program)

2018 (invited instructor)

Stanford University, Graduate School of Business

OB 377 Paths to Power, MBA Course, Winter 2012-2014

OB 205 Managing Groups and Teams, MBA Course, Fall 2012-2014

OB 289 Negotiations, Sloan MBA Course, Summer 2012-2014

EXECUTIVE EDUCATION

National Association for Multi-Ethnicity In Communications [NAMIC]

- Managing Power in the Enterprise [1 offering]

Partnership for Leaders in Education (PLE) [1 offering]

- Revisiting the Common Purpose, Empowering Others to Co-Create Success, Building and Sustaining Momentum, for Next-Level Change

CHAired SYMPOSIA

The psychology of financial vulnerability and its effects on organizational behavior (planned for 2019). *Academy of Management Conference*, Boston, Massachusetts. (co-chair with Tianyu He, INSEAD)

Inequality as barriers to finding meaning: Some causes, consequences, and challenges of inequality. (2016). *Academy of Management Conference*, Anaheim, California. (co-chair with Juliana Schroeder, Haas School of Business)

**Showcase symposium

Some consequences of having too much: The psychology of advantage. (2015). *Society for Personality and Social Psychology Conference*, Anaheim, CA. (co-chair with Taylor Phillips, Stanford Graduate School of Business)

Bad leaders: Why they persist and how followers strive to overcome them. (2015). *Academy of Management Conference*, Vancouver, Canada. (co-chair with Nathaniel Nakashima, Stanford Graduate School of Business)

**Showcase symposium

The power of words: Social-psychological research and interventions for empowering members of historically disadvantaged groups. (2014). *Academy of Management Conference*, Orlando, FL.

** Featured Symposium for the All Academy Theme.

Eat, drink, and be merry, for tomorrow, we negotiate!. (2012). *Academy of Management Conference*, Boston, MA.

CONFERENCE PRESENTATIONS

Han, I., **Belmi, P.**, & Thomas-Hunt, M. (2019, planned). Why seeing growth-mindset at work matters, especially for those who grew up little: First-generation employees feel comfortable asking for advice when they believe their manager is an incremental theorist. *Positive Organizational Scholarship (POS) Research Conference*, Ann Arbor, MI.

- Belmi, P.**, Phillips, T., & Laurin, K, Engstrom, H. (2019, planned). Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments. *Academy of Management Conference*, Boston, MA.
- Belmi, P.**, & Neale, M. (2018). The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality. *Academy of Management Conference*, Chicago, IL.
- Han, I., **Belmi, P.**, & Thomas-Hunt, M. (2018). How managerial lay theories shape the advice-seeking motivation of first-generation individuals. *Academy of Management Conference*, Chicago, IL.
- Belmi, P.** (2018). Developing Organizational Research on Financial Precarity, Inequality, and Socioeconomic Status [Discussion Leader, Professional Development Workshop]. *Academy of Management Conference*, Chicago, IL.
- Belmi, P.**, Phillips, T., & Laurin, K. (2018). Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments. *International Society for Justice Research*, Atlanta, GA.
- Belmi, P.**, Phillips, T., & Laurin, K. (2018). Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments. *International Association for Conflict Management*, Philadelphia, PA.
- Belmi, P.**, & Neale, M. (2018). The social advantage of miscalibrated individuals: The relationship between social class and overconfidence and its implications for class-based inequality. *Academy of Management Conference*, Chicago, IL.
- Belmi, P.**, Phillips, T., & Laurin, K. (2018). Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments. *International Society of Justice Research*, Atlanta, GA.
- Belmi, P.**, Phillips, T., & Laurin, K. (2017). Is it fair to get ahead by playing politics: The ambiguity of political maneuvering enables self-serving judgments. *Academy of Management Conference*, Atlanta, GA.
- Schroeder, J. & **Belmi, P.** (2017). “Human” resources: Organizational contexts promote objectification. *Academy of Management Conference*, Atlanta, GA.
- Belmi, P.**, Raz, K., & Neale, M. (2016). A hiring bias against underrepresented minorities from low socio-economic backgrounds. *Academy of Management Conference*, Anaheim, CA.
- Belmi, P.** & Laurin, K. (2016). Seeing time as a precious resource: The role of merit beliefs and optimism on time management. *Academy of Management Conference*, Anaheim, CA.
- Schroeder, J. & **Belmi, P.** (2016). Perceiving people as resources or relations? Organizational contexts promote objectification. *Academy of Management Conference*, Anaheim, CA.

- Belmi, P.** & Laurin, K. (2016). Who wants to get to the top? Social class and lay theories about power. *Society for Personality and Social Psychology Conference*, San Diego, CA.
- Belmi, P.**, Pfeffer, J. & Neale, M. (2015). Theory and evidence that the upper class think of time as money. Poster presentation, *Society for Personality and Social Psychology Conference*, Long Beach, CA.
- Belmi, P.** & Laurin, K. (2014). Who wants to get to the top? Social class and lay theories about power. *Academy of Management Conference*, Philadelphia, PN.
- Belmi, P.** & Neale, M. (2014). Can eating with the enemy lead to higher value deals? Testing two competing perspectives on food sharing. *Society for Personality and Social Psychology Conference*, Austin, TX.
- Belmi, P.**, Cortes, R. & Cohen, G. (2013). Threats to identity can trigger social deviance. *University of Notre Dame Excellence in Ethics Research Conference*, South Bend Indiana, CA.
- Belmi, P.** & Neale, M. (2013). Thinking that one is attractive increases the tendency to legitimize social hierarchies. *Academy of Management Conference*, Orlando, FL.
- Belmi, P.** & Neale, M. (2012). Can eating with the enemy lead to higher value deals? Testing whether food sharing leads to value creating. *Society for Personality and Social Psychology Conference*, New Orleans, LA.
- Belmi, P.** & Neale, M. (2012). Can eating with the enemy lead to higher value deals? Testing whether food sharing leads to value creating. *Academy of Management Conference*, Boston, MA.
- Belmi, P.**, Cortes, R. & Cohen, G. (2012). Threats to identity trigger social deviance. *Society for Personality and Social Psychology Conference*, San Diego, CA.

INVITED PRESENTATIONS

Stanford Graduate School of Business, Negotiations, Teams, and Diversity Conference, May 2019
Harvard Business School, Organizational Behavior Unit, February 2019
Indiana University, Department of Management and Entrepreneurship, February 2019
Purdue University, Acceptance and Inclusion Consortium Featured Scholar, February 2019
University of Virginia, BBSA/Darden African Business Organization, September 2018
University of Virginia, Discussion on Gender Issues at Work, February 2018
University of Virginia, Pride at Darden, February 2018
University of Virginia, Graduate Women in Business Conference, October 2017
University of Virginia, Department of Physical Medicine and Rehabilitation, October 2017
University of Virginia, Black Business Student Association (BBSA), September 2017
University of Virginia, Unsolved Business Mysteries, April 2017
University of Virginia, Pride at Darden, October 2016
University of Virginia, Graduate Women in Business Conference, September 2016
University of Virginia, Department of Physical Medicine and Rehabilitation, May 2016
Duke University, Fuqua School of Business, May 2016

University of Virginia, Department of Psychology, February 2016
University of British Columbia, Sauder School of Business, December 2014
University of Washington-Seattle, Foster School of Business, December 2014
University of Virginia, Darden Graduate School of Business, December 2014
University of Utah, David Eccles School of Business, November 2014
Cornell University, Industrial Labor Relations School, November 2014
University of Texas-Austin, McCombs School of Business, November 2014

CONSULTING EXPERIENCE

Stanford University, Graduate School of Business
Open DNS, Negotiations Workshop, Spring 2014 [1 offering]

INDUSTRY EXPERIENCE

Consultant / Research Advisor, Entrepreneurial Finance Lab (www.eflglobal.com)
June 2015 – Present
Risk-assessment firm that specializes in using psychometric tools to gain a deep quantitative understanding of individual risk and consumer financing

Project Supervisor & Data Analyst, Population Research Systems (www.fscgroup.com)
August 2009- June 2010
Survey research and consulting firm specializing in data collection and data analysis to support corporate decision-making and public policy development.

Marketing and Project Coordinator / Researcher, Paragon Strategies (www.paragonstrategies.com)
June 2007 – August 2009
Management consulting firm that specializes in employee training and organizational development

MENTORING/ADVISING

Inhyun Han, University of Virginia, Darden Business School (Co-chair)
Scott Baker, University of Virginia, Darden Business School (Committee Member)
Travis Elliott, University of Virginia, Darden Business School (Committee Member)
Jordan Axt, University of Virginia, Department of Psychology (Committee Member)

PROFESSIONAL AFFILIATIONS

Academy of Management (*AOM*)
Society for Personality and Social Psychology (*SPSP*)
Society for Industrial-Organizational Psychology (*SIOP*)
Society for the Psychological Study of Social Issues (*SPSSI*)
International Association for Conflict Management (*IACM*)

AD-HOC REVIEWER

Journal of Personality and Social Psychology: IRGP (*JPSP: IRGP*)
Academy of Management Journal (*AMJ*)
Journal of Experimental Social Psychology (*JESP*)
Organizational Behavior and Human Decision Processes (*OBHDP*)
Personality and Social Psychology Bulletin (*PSPB*)
Evolutionary Behavioral Sciences (*EBS*)

REFERENCES

Margaret Neale
Professor of Management
Stanford Graduate School of Business
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Jeffrey Pfeffer
Professor of Organizational Behavior
Stanford Graduate School of Business
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Owen Graduate School of Management
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Kristin Laurin
Associate Professor of Psychology
University of British-Columbia
klaurin@psych.ubc.ca