

ELISABETH GILBERT

Curriculum Vitae

Washington and Lee University
Williams School of Commerce, Economics, and Politics
Lexington, VA 24450

Academic Position

2019 – present Assistant Professor, Washington and Lee University
Business Administration Department

Education

2019 **Ph.D. in Business Administration - Management**, University of Florida
Department of Management

Dissertation: *The trickle-down effects of leader constructive deviance in organizations*

Advisory committee: Dr. Joyce Bono (Chair)
Dr. Amir Erez, Dr. Klodiana Lanaj, Dr. Walter Leite

2014 **M.B.A.**, Rollins College

2009 **B.A. in English**, University of North Carolina at Chapel Hill

Peer-Reviewed Publications

Tu, M.-H., Gilbert, E. K., & Bono, J. E. Is beauty more than skin deep? Attractiveness and nonverbal presence in social evaluation. *Conditionally accepted, Personnel Psychology*.

Gilbert, E. K., Foulk, T. A., & Bono, J. E. (2018). Building personal resources through interventions: An integrative review. *Journal of Organizational Behavior, 39*(2), 214-228.

Bono, J. E., Braddy, P. W., Liu, Y., Gilbert, E. K., Fleenor, J. W., Quast, L. N., & Center, B. A. (2017). Dropped on the way to the top: Gender and managerial derailment. *Personnel Psychology, 70*(4), 729-768.

Winner of the 2017 Best Paper Award, Personnel Psychology

Work in Progress

Gilbert, E. K., & Bono, J. E. Telling my story: Leader development in the wake of trigger events. *Writing*.

Shao, Y., Song, Y., Wang, M., Gilbert, E. K., Lam, C.-F., & Shi, J. Team-level antecedents of leader perception of team voice utility and its moderating role on the relationship between upward team voice and team innovation. *Writing*.

Gilbert, E. K., Bono, J. E., Liu, Y., Foulk, T. F., & Erez, A. Bad may be stronger, but good matters more: The role of positive events in daily well-being. *Writing*.

Wheeler-Smith, S. L., Erez, A., & Gilbert, E. K. A road to insight via another's pain: The facilitating effect of schadenfreude and creativity. *Writing*.

- Gilbert, E. K., Sanor, T., Bono, J. E., Foulk, T. A., & Erez, A. Seeing the big picture: The effect of construal level on employee voice. *Data analysis*.
- Gale, J., Gilbert, E. K., Erez, A., & Lanaj, K.. On the road: Spatial distance, perspective-taking, and loneliness among high-travel employees. *Data analysis*.
- Gilbert, E. K., & Tu, M.-H. Fake it 'til you make it: Nonverbal impression management tactics and performance. *Scale validation*.

Book Chapters

- Gilbert, E., Foulk, T., & Bono, J. (2017). Building positive emotional and psychological resources: The effects of mindfulness, work breaks, and positive reflection. In C. L. Cooper & J. C. Quick (Eds.), *The Wiley handbook of stress and health: A guide to research and practice*. Oxford, UK: John Wiley & Sons, Inc.
- Gilbert, J., & Gilbert, E. (2011). Liu Xiaocheng: An entrepreneurial biography. In W. Zhang, H. Wang, & I. Alon (Eds.), *Entrepreneurial and business elites of China: The Chinese returnees who have shaped modern China*. Bingley, UK: Emerald Group Publishing Limited.
- Gilbert, J., & Gilbert, E. (2011). Wang Lifan: An entrepreneurial biography. In W. Zhang, H. Wang, & I. Alon (Eds.), *Entrepreneurial and business elites of China: The Chinese returnees who have shaped modern China*. Bingley, UK: Emerald Group Publishing Limited.
- Gilbert, J., & Gilbert, E. (2011). Yan Wangjia: An entrepreneurial biography. In W. Zhang, H. Wang, & I. Alon (Eds.), *Entrepreneurial and business elites of China: The Chinese returnees who have shaped modern China*. Bingley, UK: Emerald Group Publishing Limited.

Conference Presentations

- Shao, Y., Song, Y., Wang, M., Gilbert, E. K., Lam, C.-F., & Shi, J. (2019, April). The team-level antecedents of leaders' voice evaluation and its impact on teams. In *Leaders' and coworkers' reactions to voice and why they matter*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Gilbert, E. K., & Bono, J. E. (2018, April). Pride, guilt, and more: Leaders' emotional responses to value conflicts. In A. Grandey (Chair), *Discrete emotions at work: Experiencing anger, guilt, compassion, and pride*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Tu, M.-H., & Gilbert, E. K. (2017, August). Woman power: The gendered effects of sense of power on interview behavior. In B. B. Csillag (Chair), *Gender matters in interpersonal interactions in the workplace: Job and career implications*. Showcase symposium conducted at the annual meeting of the Academy of Management, Atlanta, GA.
- Wheeler-Smith, S. L., Erez, A., & Gilbert, E. K. (2017, July; 2017, August; 2018, January). *A route to insight via another's pain: The facilitating effect of schadenfreude on creativity*. Paper presented at the International Association of Conflict Management conference, Berlin, Germany; annual meeting of the Academy of Management, Atlanta, GA; Israel Organizational Behavior Conference, Tel Aviv, Israel.
- Gilbert, E. K., & Bono, J. E. (2016, August). Work events, affective states, and spillover effects on health, stress, and sleep. In A. L. Connors & B. A. Scott (Chairs), *The dynamism of*

- employee affect: Spillover effects of emotional regulation & affective events.* Symposium conducted at the annual meeting of the Academy of Management, Anaheim, CA.
- Gilbert, E. K. (2016, January). *Voicing our differences: Team voice diversity and performance.* Paper presented at the Teams Research Incubator, Atlanta, GA.
- Foulk, T., Bono, J. E., & Gilbert, E. K. (2015, August). A framework for organizing positive resources. In T. Foulk & J. E. Bono (Chairs), *Putting the “positive” back in resources: A discussion on positive resources.* Symposium conducted at the annual meeting of the Academy of Management, Vancouver, Canada.
- Piccolo, R., Gilbert, E., & Bach, S. (2013, August). An implicit measurement of leader identity and development. In R. Piccolo & D.S. DeRue (Chairs), *Who is a leader? A follower? New research on leadership identity in organizations.* Symposium conducted at the meeting of the Academy of Management, Orlando, FL.

Teaching Experience

Rise of the Robots: Technology and the Future of Work (Undergraduate)	Spring 2021
Cross-Cultural Leadership (Undergraduate)	Fall 2020
Management and Organizational Behavior (Undergraduate)	Fall 2019- Winter 2021; Fall 2016
Human Resources (Undergraduate)	Spring 2018
Research Methods Seminar (Ph.D., Teaching Assistant)	Spring 2017
Organizational Behavior (M.B.A., M.S.M., M.Acc., Teaching Assistant)	Fall 2014- Spring 2019
Negotiations (Master’s, Teaching Assistant)	Fall 2015
Creativity (Master’s, Teaching Assistant)	Fall 2015

Research Awards and Grants

- Lenfest Summer Research Support (\$4,500), Washington and Lee University, 2020, 2021
- Mary L. Tenopyr SIOP Graduate Student Scholarship (\$3,000), Society for Industrial and Organizational Psychology, 2019
- College of Business Behavioral Data Collection Grant (\$2,000), University of Florida, 2018
- Management Department Dissertation Award (\$1,300), University of Florida, 2018

External Service

- SIOP Graduate Student Scholarship Committee, 2020
- Reviewer, Academy of Management Meeting, 2019

Internal Service

- Fellowships Committee, 2020-2024

Johnson Scholarship Interviewer, 2020
Johnson-Rosasco Scholarship Committee, 2020

Professional Affiliations

Academy of Management
Society for Industrial and Organizational Psychology

Work Experience

University Writing Center coordinator (including supervising 50+ staff)	2010-2014
Freelance academic editor	2012-2014
Conference planner	2009-2010
Daily newspaper reporter	2006-2009