

Kimberly S. Ling

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SUMMARY OF QUALIFICATIONS

- Experience teaching and training negotiation, leadership, organizational change, and communications at undergraduate and graduate level
- Advanced skills in designing and statistical analysis for research and development
- Experience building teams and administrative infrastructure from day 1 to national presence

EDUCATION

Carnegie Mellon University, Tepper School of Business Pittsburgh, PA
Ph.D. Organizational Behavior and Theory May 2009
Dissertation research explores the relationship between emotions and decision-making, in the context of advice seeking and overconfidence
M.Sc. Organizational Behavior and Theory 2005
University of Pennsylvania Philadelphia, PA
B.A. Major: Biological Basis of Behavior Minors: Spanish and Psychology 1998-2001

PROFESSIONAL EXPERIENCE

Independent Strategy Consulting Pittsburgh, PA
Statistics and Business Strategy Consultant 2005-2008

- Provided analytical and research support for team of strategy consultants working with Fortune 1000 companies.
- Analyzed product cost, experience, and scale data to make recommendations on production strategies going forward.
- Counseled working team on motivational strategies to reduce employee attrition.
- Coached working team on statistical analysis approaches
- Crafted and developed presentations for client review

UCLA: National Center For Child Traumatic Stress Los Angeles, CA
Center Coordinator 2001-2003

- Wrote grant proposals and supplementary reports for the Substance Abuse and Mental Health Services Administration.
- Created and maintained administrative infrastructure.
- Oversight of personnel activities including writing job descriptions, conducting interviews, and hiring.
- Developed web-based interactive tool to track and inform network of all collaborative activities.
- Planned and coordinated quarterly national conferences for 200-1000 individuals.

University Of Pennsylvania: Psychiatry Psychopathology Research Unit Philadelphia, PA
Research Assistant 1999-2001

- Senior Independent Study research under Aaron T. Beck, M.D. on hopelessness as a predictor of medical death in a psychiatric population.
- Edited book Cognitive Therapy for Pain Management by Aaron T. Beck, M.D.
- Supervised summer interns and data management overhaul.
- Maintained website with advanced updates and HTML instruction for colleagues.

Friends Research Center: Los Angeles Addiction Treatment Consortium Los Angeles, CA
Research Assistant Summers 96-00

- Contributed to the writing of multiple grants submitted to NIH and NIDA funded for over 10 million dollars.
- Performed data analysis and intake at crystal methamphetamine clinic serving gay and bisexual men.
- Coordinated pharmacological studies of cocaine and opiate addiction.
- Developed measure to parallel AIDS status and crystal methamphetamine in gay/bisexual males.

**TEACHING
EXPERIENCE**

Carnegie Mellon University, Tepper School of Business Pittsburgh, PA

Instructor: Negotiation and Conflict Resolution 2007

Course ratings: 4.7/5.0 instructor, 4.8/5.0 course

- rated top 10% of university overall

Instructor: Introduction to Organizational Behavior (co-taught with Jeffrey Sherer) 2005

Course ratings (instructors rated jointly): 3.7/5.0 instructor, 3.5/5.0 course

Guest Lecturer

Introduction to Organizational Behavior, Prof. F. Gino, undergraduate course 2007

Lecture: Negotiation

Groups and Teams in Organizations, Prof. L. Weingart, MBA course 2007

Lecture: Creativity and Innovation in Teams

Organizational Communication, Professor R. Kraut, undergraduate course 2006

Lectures: Negotiation and Conflict Resolution

**AWARDS AND
SELECTED**

PUBLICATIONS Center for Behavioral Decision Research Small Grant (2 time recipient: 2007 & 2008)
William Larimer Mellon Fellowship, Carnegie Mellon (2003-2006)
National Institute on Drug Abuse Summer Research Program (2000)

Rousseau, D. M., & Ling, K. S. (2006). Following the resources in positive organizational relationships. In J. E. Dutton and B. R. Ragins (eds.), *Exploring positive relations at work: Building a theoretical and research foundation* (pp. 373-384). Malway, NJ: Lawrence Erlbaum.

Ling, K. S., Beenen, G., Wang, X., Chang, K., Li, X., Rashid, A. M., Resnick, P., Kraut, R. E. et al. (2005). Using social psychology to motivate contributions to online communities. *Journal of Computer-Mediated Communication*, 10(4), article 10.

**PROFESSIONAL
AFFILIATIONS**

Academy of Management
Society for Judgment and Decision Making
Society for Industrial and Organizational Psychology

INTERESTS

Glassblowing and flame working
Novice car restoration