

Kimberly S. Ling

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EDUCATION

Carnegie Mellon University, Tepper School of Business		Pittsburgh, PA
Ph.D.	Organizational Behavior and Theory	2009
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

RESEARCH INTERESTS

Emotion and Affect
Behavioral Decision Making
Positive Organizational Scholarship

PUBLICATIONS (peer-reviewed except book chapter)

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). Mahwah, NJ: Lawrence Erlbaum.

Arguello, J., Butler, B. S., Joyce, L., Kraut, R., Ling, K. S., Rosé, C. P., et al. (2006). Talk to me: Foundations for successful individual-group interactions in online communities. In *CHI 2006: Proceedings of the ACM conference on human-factors in computing systems*. New York: ACM Press.

Rashid, A., Ling, K. S., Kraut, R., & Riedl, J. (2006). Motivating participations by displaying the value of contribution. In *CHI 2006: Proceedings of the ACM conference on human-factors in computing systems*. New York: ACM Press.

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.

Beenen, G., Ling, K. S., Wang, X., Chang, K., Frankowski, D., Resnick, P., Kraut, R. E. (2004). "Using Social Psychology to Motivate Contributions to Online Communities" In *CHI 2004: Proceedings of the ACM conference on computer supported cooperative work*. New York: ACM Press.

CONFERENCE PRESENTATIONS

Ling, K. S., & Gino, F., (November 2008) “Sad and Sensitive: the Effects of Sadness on Advice Seeking and Taking” poster to be presented at Society for Judgment and Decision Making Conference.

Ling, K. S., & Moore, D., (November 2008) “Identical Cousins: Differentiating Depression and Sadness” poster to be presented at Society for Judgment and Decision Making Conference.

Ling, K. S., & Gino, F. (August 2008). “I Can’t Hear You, I’ve got the Blues: Effects of Sadness on Advice Seeking and Taking” poster presented at Academy of Management Conference.

Ling, K. S., & Moore, D. (August 2008) “Identical Cousins: Differentiating Depression and Sadness” poster presented at Academy of Management Conference.

Ling, K. S. & Gino, F. (April 2008). “I Can’t Hear You, I’ve got the Blues: Effects of Sadness on Advice Seeking and Taking” poster presented at Behavioral Decision Research in Management.

Kraut, R., Ling, K. S., Burke, M., Butler, B., Wang, X., Joyce, E. (July 2006) “Determining success in online groups” paper presented at INGRoup: Interdisciplinary Network for Group Research.

Rashid, A. M., Ling, K. S., Tassone, R. D., Resnick, P., Kraut, R., Riedl, J. (April 2006) “Motivating Participation by Displaying the Value of Contribution” paper presented at CHI 2006: Conference on human factors in computing systems.

Arguello, J., Butler, B. S., Joyce, E., Kraut, R. E., Ling, K. S., Wang, X. (April 2006) “Talk to Me: Foundations for Successful Individual-Group Interactions in Online Communities” paper presented at CHI 2006: Conference on human factors in computing systems.

Ling, K. S. (August 2005) “Talk is Cheap, but is it Valuable? Automatic Content Analysis in a Breast Cancer Newsgroup” paper presented at Academy of Management Conference in the All Academy Symposium: Integrating Biopsychological Measures and Outcomes into a New Vision of Management.

Beenen, G., Ling, K. S., Wang, X., Chang, K., Frankowski, D., Resnick, P., Kraut, R. (November 2004). “Using Social Psychology to Motivate Contributions to Online Communities” paper presented at Association for Computing Machinery Conference on Computer Supported Cooperative Work.

Freese, T., Reback, C., Shoptaw, S., Larkins, S., Cumpston, B., Huck-Ortiz, C., Ling, K. (June 1999). “HIV Medication Adherence among Gay and Bisexual Male Methamphetamine Users in Los Angeles, California.” Paper presented at 61st Annual Conference of College on Problems of Drug Dependence.

INVITED TALKS

Ling, K. (November 2008). “Sadness related information processing and effects on advice seeking and taking” presentation to the Decision Making in Economics and Psychology workshop at Harvard Business School.

TEACHING

Instructor

Negotiation and Conflict Resolution Fall 2007
Course ratings: 4.6/5.0 instructor, 4.8/5.0 course top 10% of university

Introduction to Organizational Behavior (co-taught with Jeffrey Sherer) Summer 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 Fall 2007
Lecture: Negotiation

Groups and Teams in Organizations, Prof. L. Weingart, MBA course Spring 2007
Lecture: Creativity and Innovation in Teams

Organizational Communication, Professor R. Kraut, undergraduate course Fall 2006
Lecture: Negotiation

Teaching Assistant

Interpersonal Negotiation (MBA) Spring 08, Spring 06, Fall 06, Fall 05

Groups and Teams in Organizations (MBA) Spring 08, Winter 08, Spring 07

Advanced Topics in Emotions and Decision Making (PhD) Fall 06

Introduction to Organizational Behavior (undergraduate) Summer 07, Spring 05

Organizational Communication (undergraduate) Fall 05

Managing Organizations (MBA) Fall 04

AWARDS

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)

PROFESSIONAL AFFILIATIONS

Academy of Management

Society for Judgment and Decision Making

Society for Industrial and Organizational Psychology

SERVICE

Reviewer, Academy of Management Conference, multiple divisions

Ad-hoc Reviewer, Journal of Organizational Behavior

PROFESSIONAL RESEARCH AND CONSULTING EXPERIENCE

INDEPENDENT STRATEGY CONSULTING

Statistics and Business Strategy Consultant 2005-2008

Provided analytical and research support for team of strategy consultants working with Fortune 1000 companies. Part-time contract employment.

UCLA: NATIONAL CENTER FOR CHILD TRAUMATIC STRESS

Center Coordinator

2001-2003

Write grant proposals and supplementary reports. Create and maintain administrative infrastructure. Oversight of all personnel activities including job descriptions, interviews, and hiring. Develop web-based interactive tool to track and inform network of all collaborative activities. Plan and coordinate quarterly national meetings.

UNIVERSITY OF PENNSYLVANIA: DEPARTMENT OF PSYCHIATRY
PSYCHOPATHOLOGY RESEARCH UNIT

Research Assistant & Senior thesis

1999-2001

Senior Independent Study research under Aaron T. Beck, M.D. on hopelessness as a predictor of medical death in a psychiatric population. Edit book by Aaron T. Beck, M.D. on cognitive therapy for pain management. Supervision of summer interns, coordination and management of organizational restructuring. Maintenance of website with advanced updates and HTML instruction for colleagues.

FRIENDS RESEARCH CENTER
LOS ANGELES ADDICTION TREATMENT CONSORTIUM

Research Assistant

Summers 1996-2000

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

REFERENCES

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Francesca Gino
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Laurie Weingart
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Director, Center for Interdisciplinary Research on Teams
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Student references concerning teaching available upon request