

EMILY HSU

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ACADEMIC POSITIONS

Louisiana State University , E. J. Ourso College of Business Assistant Professor of Management	2026–present
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EDUCATION

Washington University in St. Louis , Olin Business School Ph.D. in Business Administration (Organizational Behavior), M.S. in Business Administration (Organizational Behavior)	2026 2023
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Doctoral Dissertation: *Up, down, and all around: Emotional whiplash and its effects on interpersonal trust and relationships at work*

Doctoral Committee: Andrew Knight (Chair), Ashley Hardin, Hillary Anger Elfenbein, Giselle Antoine, and Gerben van Kleef

University of California, San Diego B.S. in Psychology with Specialization in Social Psychology (<i>summa cum laude</i>), Rady School of Management Business Minor, Division of Biological Sciences General Biology Minor	2020
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University of California San Diego Extension Specialized Certificate in Business Intelligence Analysis	2019
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RESEARCH INTERESTS

Emotions, interpersonal relationships, changing world of work (e.g., virtual work, digital technologies, new norms/expectations)

PEER REVIEWED PUBLICATIONS

Winchester, C. C., **Hsu, E.**, Campbell, E. M., & Call, M. L. (2026) Underperformance by design: A scoping review and research agenda of intentional task underperformance at work. *Journal of Management*, 52(6), 2395-2426.

MANUSCRIPTS UNDER REVIEW & WORKING PAPERS

Hsu, E. & Antoine, G. E. Workplace shaming behavior. (*under review, Academy of Management Review*)

Huang, H.-C., **Hsu, E.**, & Baer, M. AI adoption and creativity. (*under review, Organizational Behavior and Human Decision Processes*)

Huang, H.-C., **Hsu, E.***, Park, J.*, Matz, S. C., & Shariff, A. F. AI disclosure. (*under review, Science; *authors contributed equally*)

Winchester, C. C., Campbell, E. M., Rogers, K. M., & **Hsu, E.** Intentionally underperforming. (*under review, Organizational Behavior and Human Decision Processes*)

Hsu, E.*, Jurkiewicz, O.*, Gu, Y., Jamieson, J., & Oveis, C. Stress and co-regulation. (*revising manuscript, target: Journal of Management; *co-first authorship*)

SELECT ONGOING RESEARCH

Hsu, E. & Knight, A. P. Emotion dynamics at work. (*preparing proposal, target: Academy of Management Annals*)

Hsu, E. Emotional whiplash. (*collecting additional data*)

Hsu, E. & Strachan, M. J. Nostalgia in crisis management. (*analyzing archival data*)

Lee, J. I. & **Hsu, E.** Fresh starts, emotions, trust repair. (*developing theory and study designs*)

Hsu, E., Zhang, J., & Liang, A. X. CEOs, transgressions, and employee activism. (*analyzing data*)

Hsu, E. Virtual affective convergence. (*conducting additional analyses*)

INVITED RESEARCH TALKS

Louisiana State University: E. J. Ourso College of Business, William W. & Catherine M. Rucks Department of Management	2025
The University of Hong Kong: HKU Business School, Management and Strategy Area	2025
Washington University in St. Louis: Olin Business School, Behavioral Science (Departments of Organizational Behavior and Marketing)	2025
University of Montana: College of Business, Department of Management & Marketing	2025
University of Pennsylvania: The Wharton School, Management Department (Organizational Behavior Area)	2024

AWARDS & HONORS

- Bauer Leadership Center Research Grant (\$10,000) 2026-27
- AOM Annual Meeting OB Division Best Paper Award 2025
- AOM Annual Meeting CM Division Scholarship Award (\$600) 2025

- Artificial Intelligence in Management Conference Best PhD Paper Award (Finalist) 2025
- Bauer Leadership Center Research Grant (\$10,000) 2024–25
- Bauer Leadership Center Research Grant (\$8,346.95) 2024–25
- Olin Ph.D. Research Grant (\$500) 2024–25
- AOM Annual Meeting MOC Division Best Symposium Award 2024
- INGRoup Student Gift Award (\$500) 2024
- Buchan Prize (\$2000) 2024
- *Recognition of exceptional research in the pre-dissertation phase of the Ph.D.*
- Olin Ph.D. Research Grant (\$500) 2023–24
- Moog Scholar Award (\$1250) 2023
- *Distinction for one OB doctoral student per year; nominated by OB faculty*
- UC San Diego Marshall College Provost Honors 2016–20
- Psi Chi Model Chapter Award 2018
- William F. Rogers Jr. Scholarship (\$2500) 2018

CHAired CONFERENCE SYMPOSIA

Liu, C. X., **Hsu, E.**, & Strachan, M. J. (2026, July). *Fight, fortify, flourish: Positive emotions as pathways through difficulty*. Chaired symposium at the 86th Annual Meeting of the Academy of Management, Philadelphia, PA.

- **Speakers:** Coco Liu, Emily Hsu, Mac Strachan, Katina Sawyer, Yuxin Lin, Emily Heaphy, Gihyun Kim, Mandy O'Neill (Discussant)

Hsu, E., & Jurkiewicz, O. (2024, August). *EASler said than done? Examining social complexities of emotions at work*. Chaired symposium at the 84th Annual Meeting of the Academy of Management, Chicago, IL.

- *Winner of the AOM Annual Meeting MOC Division Best Symposium Award*
- **Speakers:** Emily Hsu, Olivia Jurkiewicz, Mandy O'Neill, Hooria Jazaieri, Anusuya Banerjee, Michael Johnson, Gerben van Kleef (Discussant)

Hsu, E., Jurkiewicz, O., & Antoine, G. E. (2023, August). *It's not you, it's me: Beyond the victims of shame, interpersonal views of shame in organizations*. Chaired symposium at the 83rd Annual Meeting of the Academy of Management, Boston, MA.

- **Speakers:** Emily Hsu, Olivia Jurkiewicz, Giselle Antoine, Becky Schaumberg, Gordon Scott, Michael Daniels (Discussant)

CONFERENCE PRESENTATIONS

Hsu, E. & Antoine, G. E. * (2026, July). *Counsel or cancel? Unpacking a typology of workplace shaming behavior*. In S. Guo & M. G. Seo (Chairs), *Navigating trade-offs in expressing and responding to emotions in the workplace*. Symposium presentation at the 86th Annual Meeting of the Academy of Management, Philadelphia, PA. (*presenter)

- Hsu, E.** & Strachan, M. J.* (2026, July). *Back to the future: How leaders employ nostalgic rhetoric in crisis communication and management*. In C. X. Liu, E. Hsu, & M. J. Strachan (Chairs), *Fight, fortify, flourish: Positive emotions as pathways through difficulty*. Symposium presentation at the 86th Annual Meeting of the Academy of Management, Philadelphia, PA. (*presenter)
- Hsu, E.** (2025, July). *Fielding emotional curveballs: How observing emotional whiplash expressions impacts relational trust*. Paper presentation at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.
 ***Awarded Best Paper by AOM Annual Meeting OB Division*
- Huang, H. C.* , **Hsu, E.**, & Baer, M. (2025, July). *Surfing the tech wave: A mindset intervention to boost AI adoption and creativity*. Paper presentation at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark. (*presenter)
- Hsu, E.** & Antoine, G. E. (2025, July). *It's not you, it's me: A process model of workplace shaming*. Paper presentation at the 38th Annual Conference of the International Association for Conflict Management, Burlington, VT.
- Huang, H. C.* , **Hsu, E.**, & Baer, M. (2025, March). *Surfing the tech wave: A mindset intervention to boost AI adoption and creativity*. Paper presentation at the 5th Annual Artificial Intelligence in Management Conference, Marina Del Rey, CA. (*presenter)
 ***Finalist for Best PhD Paper Award*
- Hsu, E.** (2024, August). *Up, down, and all around: Effects of emotional whiplash on interpersonal trust and relationships*. In E. Hsu & O. Jurkiewicz (Chairs), *EASler said than done? Examining social complexities of emotions at work*. Symposium presentation at the 84th Annual Meeting of the Academy of Management, Chicago, IL.
- Hsu, E.** & Bottom, W. P. (2024, August). *More than fashion: Nostalgia's rose-colored glasses for crisis and interpersonal emotion management*. In C. Bradley & L. L. Greer (Chairs), *Talking about our own emotions and the emotions of others at work*. Symposium presentation at the 84th Annual Meeting of the Academy of Management, Chicago, IL.
- Winchester, C. C.* , **Hsu, E.**, Campbell, E. M., & Rogers, K. M. (2024, August). *That's enough? An inductive study of strategic underperformance at work*. Paper presentation at the 84th Annual Meeting of the Academy of Management, Chicago, IL. (*presenter)
- Hsu, E.** (2024, August). *Up, down, and all around: Effects of emotional whiplash on interpersonal trust and relationships*. Paper presentation at the 14th Annual International Conference on Emotions and Organizational Life (EMONET XIV), Chicago, IL.
- Hsu, E.**, Jurkiewicz, O., Gu, Y., Jamieson, J., & Oveis, C. (2024, July). *On the same wavelength? Physiological evidence that suppressing emotions disrupts teammates' emotion co-regulation during stressful teamwork*. Paper presentation at the 19th Annual INGRoup Conference, Charlotte, NC.

- Hsu, E.** (2023, August). *Zoom in, zoom out: Affective convergence in virtual teams and the role of videoconferencing layouts*. Paper presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA.
- Hsu, E.** (2023, August). *Workplace shaming behavior: On carving and canceling emotional organizational cancel cultures*. In E. Hsu, O. Jurkiewicz, & G. E. Antoine (Chairs), *It's not you, it's me: Beyond the victims of shame, interpersonal views of shame in organizations*. Symposium presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA.
- Winchester, C. C. *, **Hsu, E.**, Campbell, E. M., & Rogers, K. M. (2023, August). *Is enough actually enough? An inductive study of strategic underperformance at work*. Paper presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA. (*presenter)
- Hsu, E.** (2023, July). *Zoom in, zoom out: Affective convergence in virtual teams and the role of videoconferencing layouts*. Paper presentation at the 18th Annual INGRoup Conference, Bellevue of Eastside Seattle, WA.
- Hsu, E.**, Gu, Y., Jamieson, J., & Oveis, C.* (2023, March). *Suppressing emotions disrupts teammates' parasympathetic physiological linkage*. Paper presentation at the Society for Affective Science 2023 Annual Conference, Long Beach, CA. (*presenter)
- Hsu, E.**, Gu, Y., Jamieson, J., & Oveis, C. (2022, August). *Collaborating together, coordinating better? Examining emotional and physiological dynamics in teams*. Paper presentation at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

TEACHING EXPERIENCE

Instructor, Louisiana State University

Negotiation and Dispute Resolution, undergraduate course 2026–present

Instructor, Washington University in St. Louis

Negotiation, undergraduate course (8.06/10) 2022

Teaching Assistant, Washington University in St. Louis

Masters-level courses

- Team Development and Assessment, executive MBA course 2025
- Teamwork and Leading Organizations, online MBA course 2022, 2025
- Creative Thinking and Leading the Creative Organization, MBA course 2025
- Negotiations and Conflict Management, executive MBA course 2024
- Negotiations, MBA course 2024
- Foundations for Impactful Teamwork, MBA course 2022

Undergraduate-level courses

- Leadership in Organizations 2026
- Negotiation 2022, 2026

- Thinking Creatively and Leading Creative Teams 2025

Teaching Assistant, University of California, San Diego

Industrial Organizational Psychology, undergraduate course 2020

Social Psychology, undergraduate course 2018

ACADEMIC & PROFESSIONAL SERVICE

Service to the Academy of Management

- Member, Conflict Management Division Best Empirical or Theoretical Paper Award Committee 2026
- Ph.D. Student Representative, Organizational Behavior Division Executive Committee 2022–2025
 - Ph.D. Student Co-Chair, OB Doctoral Consortium Committee 2022–2023
- New Doctoral Student Consortium (NDSC) Organizing Committee 2021–2024
 - Chair, Marketing Subcommittee 2022–2024
 - Member, Logistics Subcommittee 2021–2022
- Invited presenter, MOC Development and Outreach for Conference Success (MOC-DOCS) Virtual Event 2024
- Mentor, Organizational Behavior Adopt-a-Member Initiative 2023
- Reviewer, AOM Annual Meetings (OB, MOC, CM Divisions) 2022–present

Service to Washington University in St. Louis

Olin Business School – Ph.D. Program

- Ph.D. Student Panelist, DocNet Recruiting Forum 2024
- OB Area Representative, Doctoral Student Committee 2022–2024
- Disciplinary Discussion Leader, Center for Teaching and Learning and Office of Graduate Studies Teaching Orientation 2023
 - Olin Business School graduate student representative
- OB Student Leader, Olin Highlight Ph.D. Recruitment Event 2023–2025
 - Presenter and facilitator, OB Roundtable and Q&A 2023–2024
 - Student presenter, OB Flash Talks 2024–2025
- Ph.D. Student Contributor, Student Profile Library 2023
 - WashU Olin feature: <https://tinyurl.com/phd-feature>

Olin Business School – Organizational Behavior Department

- Organizer, Ph.D. Student Brown Bags 2022–2026
- Organizer, Ph.D. Student Professional Development Workshop Series 2022–2025
- First-Year Ph.D. Student Mentor 2022–2024

Other

- Reviewer, IACM Annual Conference 2025

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| • Reviewer, INGRoup Annual Conference | 2023–2024 |
| • Student Contributor, ASQ Blog (https://tinyurl.com/asqblog-hsu) | 2021–2023 |
| • Undergraduate Lab Manager, UC San Diego Emotion & Empathy Lab | 2019–2020 |

MEMBERSHIPS

- Academy of Management (OB and MOC Divisions)
- American Psychological Association
- Emotions Network (EMONET)
- International Association for Conflict Management (IACM)
- Interdisciplinary Network for Group Research (INGRoup)

REFERENCES

Andrew Knight, Ph.D.

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Ashley Hardin, Ph.D.

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