

Peter Jin

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Education

Duke University, Fuqua School of Business

Expected 2027

Ph.D. in Business Administration (Management and Organizations)

Dissertation Title: Saying It Without Saying It: How Organizations' Indirect Language on Contested Social Issues Backfires

Dissertation Committee: Aaron C. Kay (Co-Chair), Angelica Leigh (Co-Chair), Richard P. Larrick, Kristin Laurin

Proposal Defended: June 3, 2026

New York University

2019

B.A., Psychology (with Honors)

B.A., Economics

Publications and Accepted Manuscripts

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1. **Jin, P.**, Lawson, M. A., Karelaia, N., Chun, S. Y., & Uhlmann, E. L. (in press). Bias against women's anger is alive and well: A large-scale test using interactions in the field. *Organizational Behavior and Human Decision Processes*.
 2. **Jin, P.**, Fitzsimons, G. J., & Kay, A. C. (2026). Exploring the counteractive effects of mandating diversity training: Solution aversion, reactance, and polarized social beliefs. *Journal of Personality and Social Psychology*. <https://doi.org/10.1037/pspi0000510>
 3. **Jin, P.**, Fitzsimons, G. J., & Kay, A. C. (2025). Exploring the link between trait reactance and antiegalitarian beliefs. *Motivation Science*. <https://doi.org/10.1037/mot0000384>
 4. Lu, J. G., **Jin, P.**, & English, A. S. (2021). Collectivism predicts mask use during COVID-19. *Proceedings of the National Academy of Sciences*. <https://doi.org/10.1073/pnas.2021793118>

Manuscripts Invited for Revision

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1. **Jin, P.**, Leigh, A., & Melwani, S. The subtle art of not talking about race: The antecedents and consequences of race-evasive language in leader communication about race. *1st round revision at Academy of Management Journal*
 2. **Jin, P.**, & Larrick, R. P. Projecting competence versus morality: A gap between job candidate beliefs and recruiter preferences. *1st round revision at Organizational Behavior and Human Decision Processes*

Selected Research in Progress

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1. **Jin, P.**, Leigh, A., & Kay, A. C. Same practice, different label: The consequences of relabeling organizational commitment amid political polarization. *Experimental Data Collection in Progress*.

2. **Jin, P.,** & Kakkar, H. From online self to offline behavior: Active social media use spills over into dominance. *Working Paper for Journal of Applied Psychology*.
3. Kakkar, H., & **Jin, P.** Living up to the expectations: Influence of external expectations on unethical behavior over time. *Working Paper for Journal of Applied Psychology*.
4. **Jin, P.,** & Kay, A. C. The consequences of removing policies. *Experimental and Archival Data Collection in Progress*.
5. **Jin, P.,** & Kay, A. C. When cybersecurity solutions backfire: How restrictive policies lead employees to deny the threat. *Data Collection Complete, Writing in Progress*.

Chaired Symposium

1. Support for workplace equality is conditional: When, why, and how people endorse group disparities (2026). 86th Academy of Management Conference, Philadelphia, PA.

Conference Presentations

1. **Jin, P.,** Laurin, K., & Kay, A. C. (2026). When signals backfire: Culture, company policy, and the denial of inequality. 86th Academy of Management Conference, Philadelphia, PA.
2. **Jin, P.,** Leigh, A., & Melwani, S. (2026). The antecedents and consequences of race-evasive language in leader communication about race. 39th Annual Conference of International Association for Conflict Management, Vienna, Austria.
3. **Jin, P.,** Lawson, M. A., Karelaia, N., Chun, S. Y., & Uhlmann, E. L. (2025). Cultural change or pervasive backlash? Cross-temporal ecological replications of gendered responses to anger expressors. 85th Academy of Management Conference, Copenhagen, Denmark.
4. **Jin, P.,** Leigh, A., & Melwani, S. (2025). “The subtle art of not talking about race”? Elusive language in communications about race. 85th Academy of Management Conference, Copenhagen, Denmark.
5. **Jin, P.,** Fitzsimons, G. J., & Kay, A. C. (2025). Resisting diversity: The unintended consequences of mandatory diversity training: Reactance, solution aversion, and political polarization. 85th Academy of Management Conference, Copenhagen, Denmark.
6. **Jin, P.,** Fitzsimons, G. J., & Kay, A. C. (2025). Reactance, solution aversion, and beliefs about social inequity: The ironic effects of mandating diversity training on belief in the existence of discrimination. Society for Personality and Social Psychology Annual Convention, Denver, CO.
7. **Jin, P.,** & Larrick, R. P. (2025). The importance of being earnest: Job candidates underestimate recruiters’ evaluation of moral character. Society for Personality and Social Psychology Annual Convention, Denver, CO.

August 13, 2026

8. **Jin, P., & Kakkar, H.** (2024). Living up to the expectations: Influence of external expectations on unethical behavior over time. 37th Annual Conference of International Association for Conflict Management, Singapore.
9. **Jin, P., & Kakkar, H.** (2023). The effect of social media on dominance. 83rd Academy of Management Conference, Boston, MA.
10. **Jin, P., & Kakkar, H.** (2023). The effect of social media on dominance. Society for Personality and Social Psychology Annual Convention, Atlanta, GA.
11. Lu, J. G., **Jin, P., & English, A. S.** (2022). Collectivism predicts mask use during COVID-19. Society for Personality and Social Psychology Annual Convention, San Francisco, CA.
12. **Jin, P., & Lu, J. G.** (2020). Multicultural experience and social network. Society for Personality and Social Psychology Annual Convention, New Orleans, LA.
13. **Jin, P., Berkebile, M., Krosch, A., & Amodio, D.** (2019). The effect of economic scarcity on race bias: A study of perceptions of culpability across races. Society for Personality and Social Psychology Annual Convention, Portland, OR.
14. **Jin, P., Berkebile, M., Krosch, A., & Amodio, D.** (2019). The effect of economic scarcity on race bias: A study of perceptions of culpability across races. New York University Undergraduate Research Conference, New York, NY.
15. **Jin, P., Berkebile, M., & Amodio, D.** (2018). The effect of economic scarcity on implicit bias. New York University Undergraduate Research Conference, New York, NY.

Awards

Best Reviewer Award, Academy of Management, Organizational Behavior Division	2026
Conference Travel Award, Duke Graduate School (\$700)	2025
NYU University Honors Scholar	2019
NYU Undergraduate Research Conference Poster Winner	2018
NYU Dean's Undergraduate Research Fund (\$1,000)	2018
NYU Dean's Undergraduate Research Fund Conference Grant (\$500)	2018
NYU Psychology Honors Program	2018
Psi Chi	2018

Teaching

Teaching Assistant, Duke University, Fuqua School of Business	<i>2022-Present</i>
Navigating Organizations (MQM; Spring 2024, Spring 2025, Spring 2026)	
Managing Innovation in a Global Organization (Executive MBA; Fall 2024)	
Leadership and Development (Weekend Executive MBA; Fall 2023, Spring 2024)	
Foundations of Management & Organizations (MMS; Fall 2022)	
Negotiations (MBA; Fall 2022)	

August 13, 2026

Instructor, Duke University, Fuqua School of Business

2023

Leading Teams: Foundations of Teamwork & Leadership (Summer 2023)

Instructor Rating: 4.78/5.0

Service

Ad Hoc Reviewer

Academy of Management Conference

International Association for Conflict Management

Journal of Personality and Social Psychology

Proceedings of the National Academy of Sciences

Duke University

Ph.D. Interdisciplinary Seminar, Liaison

2025

Ph.D. Interdisciplinary Seminar, Presenter

2025

Ph.D. Student Brown Bag Organizer, Management & Organizations

2022

Ph.D. Student Mentor, Management & Organizations

2022

Professional Affiliations

Academy of Management (AOM)

International Association for Conflict Management (IACM)

Society for Personality and Social Psychology (SPSP)

References

Aaron C. Kay

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Richard P. Larrick

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