

Laura M. Giurge, Ph.D.

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SUMMARY

I am an award-winning behavioural and organizational scientist with 10+ years of experience in academic research on topics such as wellbeing, motivation, workplace innovations, gender equality, leadership, and decision-making. I seek to apply my knowledge and skills to help shape the future of work and enable all individuals to thrive and achieve their potential. I have published my research in top academic journals, presented it at international conferences and for corporate partners, and written about it in popular press outlets such as Harvard Business Review, Forbes, and The Wall Street Journal. My goal is to use my expertise to have a positive influence on people's lives by more directly supporting individuals to manage their time better and help build inclusive and healthy workplaces.

PRIMARY PROFESSIONAL AND RESEARCH EXPERIENCE

London School of Economics and Political Science, United Kingdom

Nov 2021 –

Assistant Professor of Behavioural Science

ongoing

- Leading 8+ research projects involving 25+ collaborators and organisational partners.
 - Demonstrated that working weekends and holidays undermines our work motivation. Published in [OBHDP](#) (7% acceptance rate).
 - Provided evidence that working from home is not a clear win for the environment. Forthcoming in the Harvard Business Review.
- Designing and teaching 2 courses on the future of work for students in the Master and Executive Master Programmes on Behavioural Science.
- Invited guest and keynote speaker, most recent: University of Cambridge, LSE Inclusion Initiative.
- Member of the hiring committee across levels from PhD students to full-time professors.
- Member of the strategic review committee on setting the future research agenda.
- Supervising and mentoring 10+ students at the graduate and executive level.
- My research is often featured in top outlets like The Atlantic, Wired, Business Insider, LinkedIn.

London Business School, United Kingdom

Sept 2019 –

Postdoctoral Research Fellow (Organisational Behaviour)

Aug 2021

- Published 5 peer-reviewed research articles in top journals with international impact.
 - Demonstrated that off-hour emails feel 36% more urgent than they are and created a low-cost intervention that removed this bias. Published in [OBHDP](#) (7% acceptance rate).
 - Revealed that women spent 8% more time on household tasks than men during COVID-19, which has negative consequences for wellbeing. Published in [PNAS](#) (19% acceptance rate).
 - Showed how expanding a shortlist from 3 to 6 candidates adds 44% more women on the list in male-dominant industries. Published in [Nature Human Behaviour](#) (25% acceptance rate).
- Wrote about my research in the [Harvard Business Review](#), [Forbes](#), and [The Wall Street Journal](#)
- Taught negotiations and productivity courses to 100+ MBA and Executive MBA students.
- Presented my research findings to 100+ audiences at top academic conferences.
- Invited guest and keynote speaker to 12+ events (some with 500+ attendees).
- Awarded \$50K+ in competitive research grants, including from Harvard University.
- Designed, collected, and analysed diverse quantitative and qualitative datasets.
- Mentored 5 graduate students across all aspects of research development and impact.

Cornell University, United States

Postdoctoral Research Associate (Management & Organisations)

Nov 2017 –

Jul 2019

- Led 7 research projects on topics such as leadership, feedback, prosocial behaviour, and creativity.
 - One project showed that power over financial resources impairs leaders' reasoning about moral issues, but power over people increases unethical behaviour. Published in [Leadership Quarterly](#) (7% acceptance rate).
- Co-organised the first Micro-OB Research Event at Johnson College of Business.
- Contributed to Cornell Enterprise, the Business Magazine of Cornell, and to Edge Magazine UK.

Erasmus University Rotterdam, The Netherlands

Doctoral Research (Management & Behavioural Business Ethics)

Sept 2012 –

Mar 2017

- Led 10+ projects for my dissertation research, exploring power and ethics dynamics across time.
 - The research was featured on national radio as well as BBC Radio Wales and Forbes.
 - The article I wrote for the university magazine was among the [5 best-read articles](#) of 2017.
 - One project revealed that people are more cynical when high power leaders apologise. Published in [Human Relations](#) (12% acceptance rate).
- Led an independent research project in collaboration with the Dutch Tax Agency, synthesizing existing research on how power and trust can be leveraged to increase tax compliance.
- Presented at major international conferences with a mix of practitioners, academics, and students.
- Designed, organised, and led data collection projects with 2000+ students and employees.
- Taught 150+ graduate and undergraduate students across diverse topics, including ethical leadership, power, behavioural interviews, and sustainability.
- Mentored 70+ students on developing and writing their undergraduate thesis.
- Committee member EPAR: co-organised social activities for PhD students, 2014 – 2015.

EDUCATION

Erasmus University Rotterdam, The Netherlands

Ph.D. in Management

2017

University of Groningen, The Netherlands

M.Sc. in Economics & Business, Organizational Behaviour (*graduated with honours*)

2012

M.A. in Human Resources Management (*graduated with honours*)

2011

Bucharest Academy of Economic Studies, Romania

B.A. in Business Administration (*graduated in the top 5%*)

2010

ADDITIONAL REPRESENTATIVE ACCOLADES

- Small Research Grant, Society for Personality and Social Psychology, \$1,500 2022
- Cornell Institute for the Social Sciences Small Grant, Cornell University, \$10,600 2021
- Foundations of Human Behaviour Initiative, Harvard University, \$40,000 2020
- The Wheeler Institute, London Business School, £10,000 2020
- Best Paper Award, Academy of Management Annual Meeting (10% acceptance rate) 2020
- Best Research Master Thesis Graduate Award, SOM Research Institute Groningen, €1,000 2012
- National Dutch Huygens Scholarship (8% acceptance rate), €18,000 2011
- Talent Grant Scholarship for excellent academic results, University of Groningen, €1,500 2011
- Erasmus Scholarship, Bucharest Academy of Economic Studies, €3,000 2009
- Full tuition Scholarship, Bucharest Academy of Economic Studies, €2,400 2007

ADDITIONAL REPRESENTATIVE APPOINTMENTS, VISITS, & AFFILIATIONS

- MoreThanNow**, Behavioural Science Consultancy, United Kingdom Dec 2020 – ongoing
Behavioural Science Research Lead & Academic Advisor
- Advising on the design and analyses of [field experiments](#) with organisational partners.
- The Wellbeing Research Centre, Oxford University**, United Kingdom Oct 2019 – ongoing
Barnes Research Fellow (Wellbeing)
- Advising the co-founders of the non-profit [4 Day Work Week](#) on alternative work arrangements.
 - Conducting an independent audit of the public service work reforms in Bhutan.
- Harvard Business School**, United States Aug 2019 & Mar 2020
Visiting Scholar (Negotiation, Organisations, & Markets Unit)
- Initiated and coordinated research projects and data collection with organisational partners in developed and underdeveloped countries (e.g., Kenya and India).
- Randstad**, The Netherlands and Global Mar 2021 – Feb 2022
Academic Advisor & Project Lead
- Designed a new way of working for consultants to bring their best self to work and showed that it decreases absenteeism and improves productivity.
- Behavioural Insights Team**, United Kingdom Mar 2020 – May 2021
Academic Advisor (Gender and Behavioural Insights Programme)
- Advised on a [gender equality](#) research project documenting that changes in flexible working during COVID-19 helped reduce remote work stigma by 10% but increased overtime by 32%.
- Upfield**, United Kingdom Feb 2020 – Aug 2021
Academic Partner and Advisor
- Designed a new way of working that prioritized time and showed that it can improve performance by 10% and lower burnout by 6%. Helped translate this into a company policy.
- Maritz Motivation Solutions**, United States Sept 2019 – Aug 2020
Academic Partner
- Showed that helping employees prioritise important tasks over urgent ones can decrease stress by 9% and increase work efficiency by 12%. Published in the [Harvard Business Review](#).

REPRESENTATIVE PEER-REVIEWED SCIENTIFIC PUBLICATIONS

- [Giurge, L.M.](#) & Kaitlin, W. “Working during non-standard work time undermines intrinsic motivation.” *Organizational Behavior and Human Decision Processes*, 2022
- [Giurge L.M.](#) & Bohns, V.K. “You don't need to answer right away! Receivers overestimate how quickly senders expect responses to non-urgent work emails.” *Organizational Behavior and Human Decision Processes*, 2021.
- [Giurge, L.M.](#), Lin, E., & Effron, D. “Moral credentials and the 2020 Presidential Primary: No evidence that endorsing female candidates licenses people to favor men.” *Journal of Experimental Social Psychology*, 2021.
- [Giurge, L.M.](#), Whillans, A.V., & Yemiscigil, A. “Gender differences in time-use & well-being during COVID-19: A multi-country perspective.” *Proceedings of the National Academy of Sciences*, 2021.
- Lucas, J.B., Berry, Z., [Giurge, L.M.](#), & Chugh, D. “A longer shortlist increases the consideration of female candidates in male-dominant domains.” *Nature Human Behaviour*, 2021.
- [Giurge, L.M.](#), Whillans A.V., & West, C. “The consequences of time poverty for individuals, organisations, and nations.” *Nature Human Behaviour*, 2020.

- Giurge, L.M., van Dijke, M., Zheng, X., & De Cremer, D. “Does power corrupt the mind? The influence of power on moral reasoning and self-interested behavior. *The Leadership Quarterly*, 2019.
- Zheng, X., van Dijke, M., Leunissen, L., Giurge, L.M., & DeCremer, D. “When saying sorry may not help: Power of the transgressor moderates the effect of an apology on forgiveness in the workplace.” *Human Relations*, 2016.

REPRESENTATIVE POPULAR PRESS WRITINGS

- Giurge, L.M. & Bohns, V.K. “The curse of off-hours email.” *The Wall Street Journal*, Oct 2021.
- Giurge, L.M. & Cable, D.M. “Why time is the currency of knowledge work.” *Forbes*, Jul 2021.
- Lucas, J.B., Giurge, L.M., Berry, Z. & Chugh, D. “To reduce gender bias in hiring, make your shortlist longer.” *Harvard Business Review*, Feb 2021.
- Whillans, A.W., Giurge, L.M., Macchia L., & Yemiscigil, A. “Why a COVID-19 world feels both tiring and hopeful for college students.” *Ascend/Harvard Business Review*, Aug 2020.
- Giurge, L.M. & Woolley, K. “Don’t Work on Vacation. Seriously.” *Harvard Business Review*, Jul 2020.
- Giurge, L.M. & Bohns, V.K. “3 Tips to Avoid WFH burnout.” *Harvard Business Review*, Apr 2020.
 - Re-printed in the *HBR Guide to Beating Burnout* & *HBR Guide to Remote Work*
- Blank, C., Giurge, L.M., Newman, L., & Whillans, A.V. “Getting your team to do more than meet deadlines.” *Harvard Business Review*, Nov. 2019.