

# ZACHARIAH BERRY

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## ACADEMIC POSITIONS

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**University of Southern California, Marshall School of Business** (Los Angeles, CA)

Assistant Professor of Management & Organization, 2024–present

## EDUCATION

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**Cornell University** (Ithaca, NY), 2024

Ph.D. in Organizational Behavior

Committee: Brian Lucas (Chair & Advisor), Neil Lewis Jr. (Advisor), Vanessa Bohns, & Jon Jachimowicz

**Cornell University** (Ithaca, NY), 2020

M.S. in Organizational Behavior

**University of Chicago** (Chicago, IL), 2017

M.A. in Psychology

**Bethel University** (St. Paul, MN), 2015

B.A. in Psychology, B.A. in Philosophy

## RESEARCH INTERESTS

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Ethics & Morality, Loyalty, Moral Character, and Diversity, Equity, & Inclusion

## PEER-REVIEWED PUBLICATIONS

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**Berry, Z., Lucas, B.J., & Jachimowicz, J.M.** (2025). People Overestimate How Harshly They Are Evaluated for Disengaging from Passion Pursuit. *Journal of Personality and Social Psychology*.

<https://doi.org/10.1037/pspa0000455>

**Berry, Z. & Hildreth, J.A.D.** (2024). When Your Friend is My Friend: How Loyalty Prompts Support for Indirect Ties in Moral Dilemmas. *Organization Science*. <https://doi.org/10.1287/orsc.2023.18003>

**Berry, Z. & Lucas, B.J.** (2024). How Much is Enough? The Relationship Between Prosocial Effort and Moral Character Judgments. *Personality and Social Psychology Bulletin*.

<https://doi.org/10.1177/01461672221135954>

\*Outstanding Research Award from Society for Personality and Social Psychology in 2020

- Proudfoot, D., **Berry, Z.**, Chang, E., & Kay, M. (2024). The diversity heuristic: How team demographic composition influences judgments of team creativity. *Management Science*. <https://doi.org/10.1287/mnsc.2023.4862>
- Berry, Z.**, Silver, I., & Shaw, A. (2023). Moral Paragons, but Crummy Friends: The Case of Snitching. *Journal of Experimental Psychology: Applied*. <https://doi.org/10.1037/xap0000501>
- Huber, C., Druber, A., Huber, J.,...**Berry, Z.**,...& Holzmeister, F. (2023). Competition and moral behavior: A meta-analysis of 45 crowd-sourced experimental designs. *Proceedings of the National Academy of Sciences*. <https://doi.org/10.1073/pnas.2215572120>
- Berry, Z.**, Lewis Jr., N.A., & Sowden, W.J. (2021). The Double-Edged Sword of Loyalty. *Current Directions in Psychological Science*. <https://doi.org/10.1177/09637214211010759>
- Lucas, B.J., **Berry, Z.**, Giurge, L.M., & Chugh, D. (2021). A longer shortlist increases the consideration of female candidates in male-dominant domains. *Nature Human Behaviour*. <https://doi.org/10.1038/s41562-020-01033-0>

## MANUSCRIPTS UNDER REVIEW AND IN REVISION

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- Lucas, B.J., O'Connor, K., Effron, D., & **Berry, Z.** (Revise & Resubmit). [topic: hypocrisy and moral judgment]. *Personality and Social Psychology Bulletin*.
- Kundro, T.G., Affinito, S.A., **Berry, Z.**, & Stalford, J. (under review). [topic: moral retribution]
- Berry, Z.**, Preston, M.C., & Kundro, T.G. (under review). [topic: morality and diversity].
- Gildehaus, J., **Berry, Z.**, Krautter, K., & Jachimowicz, J.M. (under review). [topic: passion].
- Anicich, E.M., **Berry, Z.**, Frey, E.L., & Tost, L.P. (in revision). [topic: moral character and performance].
- Rosenblum, M.R., **Berry, Z.**, & Schroeder, J. (in revision). [topic: cancel culture].
- Tang, S., Schlund, R.J., & **Berry, Z.** (in revision). [topic: underdog organizations]
- Krautter, K., Gorges, M., **Berry, Z.**, Ward, S., & Jachimowicz, J.M. (in revision). [topic: passion and gender].

## PRACTITIONER-ORIENTED ARTICLES

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- Berry, Z.**, Lucas, B.J., & Jachimowicz, J.M. (July 7, 2025). [When It's Time to Leave a Career You're Passionate About](#). *Harvard Business Review*.
- Berry, Z.** & Jachimowicz, J.M. (November 18, 2021). [When Following Your Passion Turns Toxic](#). *Harvard Business Review*.

**Berry, Z.**, Lewis Jr., N.A., & Sowden, W.J. (September 21, 2021). [Are You Too Loyal to Your Organization?](#) *Harvard Business Review*.

**Berry, Z.** (May 6, 2021). [The Tricky Role of Loyalty at Work](#). *Ethical Systems*.

Lucas, B.J., Giurge, L.M., **Berry, Z.**, & Chugh, D. (February 16, 2021). [To Reduce Gender Bias in Hiring, Make Your Shortlist Longer](#). *Harvard Business Review*.

## **OTHER ARTICLES**

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**Berry, Z.** (October 8, 2024). [How Wrongdoers Gain Loyalty from Strangers](#). *Faculty Perspectives at USC Marshall*.

Preston, M., **Berry, Z.**, & Chicas, H. (August 14, 2024). [Friends or foes? An academic job search risked damaging our friendship](#). *Nature*.

## **HONORS, AWARDS, AND SCHOLARSHIPS**

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Travel Award, AOM MOC Division - 2025

Promising Young Scholar Research Excellence Award, The PhD Project - 2023

Dissertation Research Award, Cornell University ILR School - 2022

VITAL Scholar, University at Buffalo, (1 of 2 scholars selected) - 2022

Robert S. Hatfield Award for the Study of Ethics in Business and Organizations, Cornell University - 2021

Conference Fee Waiver for outstanding service, Academy of Management MOC Division - 2021,2022

Graduate Registration Award, Society for Personality and Social Psychology - 2021

Outstanding Research Award, Society for Personality and Social Psychology - 2020

Selected for Single Paper Session, Society for Personality and Social Psychology (top 3% of submissions selected) - 2020

M.S. Thesis Award, Cornell University ILR School - 2019

Travel Award, Cornell University ILR School - 2018–2023

Travel Award, University of Chicago Graduate Council - 2017

HSF Scholar, Hispanic Scholarship Foundation - 2016

University of Chicago Social Sciences Merit Scholarship (50% tuition) - 2016

## **INVITED TALKS**

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University of Toronto Scarborough & Rotman School of Management (2023)

New York University, Stern School of Business (2023)

University of Southern California, Marshall School of Business (2023)

Cornell University, Johnson School of Business, Research Camp (2023)

University at Buffalo, School of Management (2022)

## ORGANIZED SYMPOSIA

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Figueroa, A. & **Berry, Z.** (Co-Organizer & Co-Chair; Showcase Symposium sponsored by OB, DEI, & CM 2025). Moral Diversity in the Workplace. *Academy of Management annual conference*, Copenhagen, Denmark.

*Speakers:* Zachariah Berry, Alex Figueroa, Zoe Schwingel-Sauer, Paul McKee

**Berry, Z.** & Lucas, B.J. (Co-Organizer & Co-Chair; CM, MOC, OB Divisions; 2023). Centering the Relational Context of Moral Transgressions in Morality Research. *Academy of Management annual conference*, Boston, MA.

*Speakers:* Zachariah Berry, Daniel Yudkin, Logan Balfantz, Jillian Jordan, Sam Skowronek

**Berry, Z.** & Jachimowicz, J.M. (Co-Organizer & Co-Chair; 2021). Pursuing passion: Why does it propel and hold people back? *Society for Personality and Social Psychology*, Austin, TX. [Virtual Symposium].

*Speakers:* Zachariah Berry, Jon Jachimowicz, Monica Gamez-Djokic, Patricia Chen

**Berry, Z.** (Organizer & Chair; CM, MOC, OB Divisions; 2020). Recasting Loyalty Dilemmas: Theoretical and Empirical Insights from Social Contexts. *Academy of Management annual conference*, Vancouver, BC. [Virtual Symposium].

*Speakers:* Zachariah Berry, Sam Skowronek, Angus Hildreth

## CONFERENCE PRESENTATIONS

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**Berry, Z.**, Preston, M.C., & Kundra, T.G. (2025). Diverse Teams are Viewed as More Moral and Less Corruptible. *Paper presentation at the Academy of Management annual conference*, Copenhagen, Denmark.

**Berry, Z.**, Preston, M.C., & Kundra, T.G. (2025). Diverse Teams are Viewed as More Moral and Less Corruptible. *Paper presentation at the International Association for Conflict Management*, Burlington, VT.

**Berry, Z.** (2023). The Unexpected Burden of Loyalty. *Paper presentation at the Academy of Management annual conference*, Boston, MA.

**Berry, Z.**, & Lucas, B.J. (2023). Witnesses of Wrongdoing Overestimate Transgressors' Silence Expectations at Work. *Paper presentation at the Academy of Management annual conference*, Boston, MA.

**Berry, Z.** (2023). The Unexpected Burden of Loyalty. *Paper presentation at the International Association for Conflict Management*, Thessaloniki, Greece.

**Berry, Z.**, & Lucas, B.J. (2023). The Unexpected Burden of Loyalty. *Data Blitz at the Intragroup Processes Pre-Conference at the annual meeting of the Society for Personality and Social Psychology*, Atlanta, GA.

- Berry, Z., Lucas, B.J., & Jachimowicz, J.M. (2022).** What Will They Think? People that give-up on a passion overestimate the negativity of observers' judgments. *Paper presentation at the Academy of Management annual conference*, Seattle, WA.
- Berry, Z., Lucas, B.J., & Jachimowicz, J.M. (2022).** What Will They Think? People that give-up on a passion overestimate the negativity of observers' judgments. *Paper presentation at International Association for Conflict Management*, Ottawa, ON.
- Berry, Z., & Hildreth, J.A.D (2022)** Loyalty for Whom: Evaluating Transitive Effects of Loyal Obligations in Morally Sticky Situations. *Data blitz presentation at the East Coast Doctoral Conference at Columbia University*, New York, NY. [Virtual Talk].
- Berry, Z., & Hildreth, J.A.D (2022)** Loyalty for Whom: Evaluating Transitive Effects of Loyal Obligations in Morally Sticky Situations. *Data Blitz at the Social Cognition Pre-Conference at the annual meeting of the Society for Personality and Social Psychology*, San Francisco, CA. [Virtual Talk].
- Berry, Z., & Hildreth, J.A.D (2022)** Loyalty for Whom: Evaluating Transitive Effects of Loyal Obligations in Morally Sticky Situations. *Data Blitz at the Intragroup Processes Pre-Conference at the annual meeting of the Society for Personality and Social Psychology*, San Francisco, CA. [Virtual Talk].
- Berry, Z., Lucas, B.J., & Jachimowicz, J.M. (2021).** What Will They Think? People that give-up on a passion overestimate the negativity of observers' judgments. *Data blitz presentation at the East Coast Doctoral Conference at Columbia University*, New York, NY. [Virtual Talk].
- Berry, Z. & Lucas, B.J. (2021).** What Will They Think? People that give-up on a passion overestimate the negativity of observers' judgments. *Paper presentation at the annual meeting of the Society for Personality and Social Psychology*, Austin, TX. [Virtual Talk].
- Berry, Z. (2020).** Loyalty for Whom: Evaluating Transitive Effects of Loyal Obligations in Morally Sticky Situations. *Paper presentation at the Academy of Management annual conference*, Vancouver, BC. [Virtual Talk].
- Berry, Z., Silver, I., & Shaw, A. (2020).** The upstanding snitch: Lay intuitions when loyalty and morality conflict. *Paper presentation at the Academy of Management annual conference*, Vancouver, BC. [Virtual Talk].
- Berry, Z., Silver, I., & Shaw, A. (2020).** The upstanding snitch: Lay intuitions when loyalty and morality conflict. *Paper presentation at the East Coast Doctoral Conference at Columbia University*, New York, NY.

- Berry, Z., Silver, I., & Shaw, A. (2020).** The upstanding snitch: Lay intuitions when loyalty and morality conflict. *Flash Talk at the Justice & Morality Pre-Conference at the annual meeting of the Society for Personality and Social Psychology*, New Orleans, LA.
- Berry, Z., & Lucas, B.J. (2020).** When less is enough: The relationship between prosocial effort and moral character judgments. *Paper presentation at the annual meeting of the Society for Personality and Social Psychology (top 3% submissions selected)*, New Orleans, LA.
- Berry, Z., & Lucas, B.J. (2019).** When less is enough: The relationship between prosocial effort and moral character judgments. *Poster presentation at Society for Judgment and Decision Making*, Montreal, Canada.
- Berry, Z., & Lucas, B.J. (2019).** When less is enough: The relationship between prosocial effort and moral character judgments. *Paper presentation at the East Coast Doctoral Conference at Columbia University*, New York, NY.
- Berry, Z., & Shaw, A. (2017).** Epistemic vigilance in a social context: Recognizing when allegiances distort the truth. *Poster presentation at the Association for Psychological Science*, Boston, MA.
- Berry, Z., & Shaw, A. (2017).** Epistemic vigilance in a social context: Recognizing when allegiances distort the truth. *Poster presentation at the University of Chicago MAPSS Academic Conference*, Chicago, IL.

## **PREVIOUS RESEARCH EXPERIENCE**

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### **Research Assistant, 2016–2017**

- *Epley Lab*, University of Chicago Booth School of Business, PI: Nicholas Epley
- *Center for Decision Research*, University of Chicago Booth School of Business
- *DIBS Lab*, University of Chicago, PI: Alex Shaw

## **TEACHING EXPERIENCE**

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### **University of Southern California, Marshall School of Business**

- **Organizational Behavior and Leadership (BUAD304)**
  - Instructor rating: 3.7/4 (2025)

### **Bethel University**

- **Social Psychology**
  - Instructor rating: 4.5/5 (2021), 5.0/5 (2022), 4.3/5 (2023), 4.6/5 (2024)
  - Adjunct Professor of Psychology (undergraduate)

### **Teaching Assistant**

**Cornell University, ILR School**

- **Psychology of Work (I and II)**, Fall 2022
  - Instructor rating: 4.76/5, 4.71/5
  - Lecturer for 2 sections of case-based teaching (undergraduate)
- **Introduction to Organizational Behavior**, Spring 2021
  - Instructor rating: 4.81/5
  - Lecturer for 3 sections of case-based teaching (undergraduate)

#### **Cornell University, SC Johnson School of Business**

- **Managing and Leading Organizations** (EMBA), Summer 2021
- **Digital Marketing Platforms** (MBA), Fall 2018
- **Global Marketing** (MBA), Fall 2019

#### **SERVICE, MENTORSHIP, AND LEADERSHIP**

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**Facilitator**, Trust Between Individuals and Organizations PDW, AOM 2025

**Roundtable Host**, AOM OB Division Off-Cycle PDW on preparing for the job market, 2024, 2025

**Faculty Marshal**, University of Southern California Commencement, 2025

**Co-Organizer**, USC Marshall MOR Department Seminar Speaker committee, 2024–present

**Committee Member**, USC PhD Program Committee Strategic Review, 2024–present

**Job Market PDW Organizer and Presenter**, organized and presented a job market PDW for USC and Cornell students, 2024

**Roundtable Host**, Halfway There PDW at AOM, 2024

**Mentor**, AOM Annual Conference New Member Program, 2024

**Invited Presenter**, How to Become a Standout PhD Student, PhD Project MDSA Conference, 2024

**Director**, SPSP Student Committee's Peer Advising Program, 2020–2021

**Member-at-Large**, Society for Personality and Social Psychology Student Committee, 2020–2021

**Mentor**, Mi Comunidad Mentorship Program, LatinX Graduate Student Coalition of Cornell, 2019–2020

**Mentor**, GSMU Mentor Program, Cornell University Office of Academic Diversity Initiatives, 2019–2020

**Committee Member**, Service Committee, The PhD Project, 2019–2021

**Committee Member**, Membership Committee, The PhD Project, 2019–2020

#### **REVIEWING EXPERIENCE**

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Academy of Management Journal

Journal of Business Ethics

Journal of Personality and Social Psychology

Organization Science

Organizational Behavior and Human Decision Processes

Proceedings of the National Academy of Sciences

Scientific Reports

## INVITED INTERVIEWS

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*BBC World Service – Unexpected Elements.* (April 6, 2025). [Oh, Rats!](#)

*Just Your Average Employee.* (March, 6, 2025). [Loyal to a Fault: Overlooking unethical behaviour and the consequences of snitching.](#)

*Abstract: The Future of Science* (August 15, 2021). Loyalty, Passion & Identity.

## MEDIA MENTIONS (SELECTED)

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*Harvard Business School Working Knowledge* (July 7, 2025). Losing Passion for Your Job? Why Quitting Might Be the Right Move. [\[link\]](#)

*Poets & Quants* (July 31, 2024). The Tenure Project: Increasing The Number of Black, Hispanic, and Indigenous B-School Faculty. [\[link\]](#)

*KelloggInsight* (February 1, 2024). Are Whistleblowers Seen as Heroes or Snitches? It Depends. [\[link\]](#)

*Financial Times* (December 3, 2023). Why staff loyalty is not always a good thing.

*Cornell Chronicle* (June 7, 2023). Competition Clouds Morality, Multi-Pronged Study Finds.

*Cornell Chronicle* (February 11, 2021). Want to hire more women? Expand your short list.

## ACADEMIC AFFILIATIONS

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The PhD Project

Academy of Management (AOM)

International Association for Conflict Management (IACM)

Society for Judgment and Decision Making (SJDM)

Society for Personality and Social Psychology (SPSP)

## PROFESSIONAL EXPERIENCE

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**Project Manager**, Epic Systems (Madison, WI), 2017–2018

**Analyst**, SPS Commerce (Minneapolis, MN), 2015–2016

## REFERENCES

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### **Brian J. Lucas**

Associate Professor of Organizational Behavior  
Cornell University, ILR School  
bl679@cornell.edu

### **Neil A. Lewis Jr.**

Associate Professor of Communication and Social Behavior  
Cornell University  
nlewisjr@cornell.edu

### **Vanessa K. Bohns**

Professor of Organizational Behavior  
Cornell University, ILR School  
vkb28@cornell.edu

### **Jon M. Jachimowicz**

Assistant Professor of Business Administration  
Harvard Business School, OB Unit  
jjachimowicz@hbs.edu

### **Alex Shaw**

*Updated July 2025*

Associate Professor of Psychology  
University of Chicago  
ashaw1@uchicago.edu