

## Nicholas A. Hays

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### ACADEMIC POSITIONS

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<b>Michigan State University, Broad College of Business</b> Assistant Professor	2014-present East Lansing, MI
<b>New York University, Stern School of Business</b> Visiting Assistant Professor	2012-2014 New York, NY

### EDUCATION

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<b>University of California, Los Angeles</b> Ph.D., Management (Area: Organizational Behavior)	2012 Los Angeles, CA
<b>University of Pennsylvania</b> B.A., Psychology (with honors), The College of Arts and Sciences B.S., Economics, The Wharton School <i>Summa cum laude</i>	2000 Philadelphia, PA

### PUBLICATIONS

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- Yu, A., Hays, N. A., & Zhao, E. (2019). Development of a bipartite measure of social hierarchy: The perceived power and perceived status scales. *Organizational Behavior and Human Decision Processes*, 152, 84-104.
- Bendersky, C., & Hays, N. A. (2017). The effects of status conflicts in groups where members disagree about status hierarchies. *Social Psychological and Personality Science*, 8(2), 124-132.  
Awarded IACM Best Empirical Conference Paper, 2013.
- Hays, N. A., & Blader, S. L. (2017). To give or not to give? Effects of status and legitimacy on generosity. *Journal of Personality and Social Psychology*, 112(1), 17-38.
- Hays, N. A., & Bendersky, C. (2015). Not at all inequality is created equal: Effects of status versus power hierarchies on competition for upward mobility. *Journal of Personality and Social Psychology*, 108(6), 867-882.

## **PUBLICATIONS (continued)**

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Hays, N. A., & Goldstein, N. J. (2015). Power and legitimacy influence conformity. *Journal of Experimental Social Psychology*, 60, 17-26.

Hays, N. A. (2013). Fear and loving in social hierarchy: Sex differences in preferences for power and status. *Journal of Experimental Social Psychology*, 49(6), 1130-1136.

Bendersky, C., & Hays, N. A. (2012). Status conflict in groups. *Organization Science*, 23(2), 323-340.  
Awarded IACM Best Theoretical Conference Paper, 2008.

Goldstein, N. J., & Hays, N. A. (2011). Illusory Power Transference: The Vicarious Experience of Power. *Administrative Science Quarterly*, 56(4), 593-621.

Featured in the May 2013 issue of *Harvard Business Review*, and on the *ASQ* Blog in Jan. 2016.

## **MANUSCRIPTS UNDER REVIEW**

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Hays, N. A., & Goldstein, N. J. The chance to cheat: Opportunities for unethical behavior create a thirst for power. Revise and resubmit at *Academy of Management Journal*.

Hays, N. A., Matusik, J. G., Mortensen, J., & Galinsky, A. D. Status supernovas: Why some groups shine bright but flame out. Under second review at *Administrative Science Quarterly*.

Lee, H. W., Hays, N. A., & Johnson, R. E. To thine own (empowered) self be true: Aligning social hierarchy motivation and leader behavior. Revise and resubmit at *Journal of Applied Psychology*.

Mitchell, R. L., Bae, K., Case, C. R., Hays, N. A. Drivers of hierarchy striving. (Invited contribution)  
Under review at *Current Opinion in Psychology*.

## **MANUSCRIPTS IN PROGRESS**

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Hays, N. A., Guo, Z., & Johnson, R. E. Competing for attention: Effects of power and status salience on leader cognition and behavior.

Hays, N. A., Li, H., Jamieson, B., Yang, X., Oh, K., Yu, A., Chen, Y.-R., & Hollenbeck, J. R. A tale of two hierarchies: Interactive effects of power differentiation and status differentiation on team performance.

Hays, N. A., Lee, A. J., Blader, S. L., & Galinsky, A. D. The Interdependence-Efficacy theory of status: Understanding the psychological effects of status.

Hays, N. A., & Schaumberg, R. From the bite of conscience to the spark of insight: Moral identity is positively associated with creative performance.

Oh, K., Lee, H. W., & Hays, N. A. Effects of supervisor power and status on perceptions of abusive supervision.

## **MANUSCRIPTS IN PROGRESS (continued)**

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Schouten, M. E., Lee, S. M., Matusik, J. G., & Hays, N. A. Reactions to influence striving.

Schouten, M. E., van Bunderen, L., Shemla, M., & Hays, N. A. Is it worse to lose power or to lose status? A social rejection account of losing hierarchical rank.

## **RESEARCH IN PROGRESS**

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Hays, N. A., Conlon, D. E., Kopelman, S. Strategies for dealing with emotion-laden occupations.

Hays, N. A., Connors, A., Matusik, J. G., Dishop, C., Cornfield, B. L., Gray, R. L., Prasad, S., Mehta, P. H., Lee, A. J., Blader, S. L., & Galinsky, A. D. Hormonal effects of power and status.

Hays, N. A., Heller, D., & Blader, S. L. Effect of power on justice type preferences.

Hays, N. A., Lee, A. J., Blader, S. L., & Galinsky, A. D. Effects of power and status on agency and communion.

Hays, N. A., Licht, J.-G., Zhao, E., & Leroy, S. Effects of power and status on unethical decision-making in service of self and others.

Awasty, N., To, C. Y., & Hays, N. A. Power and status inequality in the NBA.

Howell, T., & Hays, N. A. Proself versus prosocial motivation for employee voice behaviors.

Lee, A. J., Hays, N. A., Kuwabara, K., & Galinsky, A. D. Cultural preferences for power and status.

Matusik, J. G., Fath, S., Hays, N. A., & Hollenbeck, J. R. Hierarchy in multi-team systems.

Mitchell R. L., Wuorinen, S., & Hays, N. A. Status loss and performance.

## **CONFERENCE PRESENTATIONS**

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Lee, H. W., & Hays, N. A. (August 2018). Cascading empowerment: The role of dominance and prestige orientation. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Awasty, N., To, C., & Hays, N. A. (August 2018). When does hierarchy win? Divergent effects of power and status differentiation on coordination and performance. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Hays, N. A., Guo, Z., & Johnson, R. E. (March 2018). Relative salience of power versus status. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

## CONFERENCE PRESENTATIONS (continued)

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- Hays, N. A., & Guo, Z. (August 2017). Relative salience of power versus status. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Hays, N. A., Matusik, J. G., Mortensen, J., & Galinsky, A. D. (August 2017). The Supernova effect: Effects of hierarchical inequality on band performance. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Hays, N. A., Lee, A. J., Blader, S. L., & Galinsky, A. D. (September 2016). The social integration theory of status in organizations. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Santa Monica, CA.
- Hays, N. A., & Greer, L. L. (August 2016). Power is not addictive, but status is: Why positions at the top are addictive and what this means for rewarding top performers. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Hays, N. A., & Greer, L. L. (June 2016). Power is not addictive, but status is: Why positions at the top are addictive and what this means for rewarding top performers. Paper presented at the annual meeting of the International Association of Conflict Management, New York, NY.
- Hays, N. A., & Blader, S. L. (January 2016). To give or not to give? Effects of status and legitimacy on generosity. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Hays, N. A., & Greer, L. L. (January 2016). Satiability of power and status. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Hays, N. A., & Bendersky, C. (August 2015). Not at all inequality is created equal: Effects of status versus power hierarchies on competition for upward mobility. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.
- Hays, N. A., & Blader, S. L. (August 2015). To give or not to give? Effects of status and legitimacy on generosity. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.
- Bendersky, C., & Hays, N. A. (August 2015). Status conflict and alignment: The effects of status conflicts in groups where members perceive status hierarchies differently. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.
- Hays, N. A., & Goldstein, N. J. (August 2014). Power and legitimacy: The moderating effect of legitimacy on conformity. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Hays, N. A., & Blader, S. L. (August 2014). To give or not to give? Effects of status and legitimacy on generosity. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

## CONFERENCE PRESENTATIONS (continued)

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Hays, N. A., & Bendersky, C. (May 2014). Not at all inequalities are created equal: The effects of status and power inequality on competition. Paper presented at the annual meeting of Society for Industrial and Organizational Psychology, Honolulu, HI.

Hays, N. A. (August 2013). Fear and loving in social hierarchy: Differential preferences for power and status. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.

Hays, N. A., & Bendersky, C. (July 2013). Not at all inequalities are created equal: The effects of status and power inequality on competition. Paper presented at the annual meeting of INGRoup, Atlanta, GA.

Bendersky, C., & Hays, N. A. (July 2013) When status conflicts harm and help group performance: Considering the (in)congruence of latent and manifest status conflicts. Paper presented at the annual meeting of the International Association of Conflict Management, Tacoma, WA.

Hays, N. A., & Bendersky, C. (August 2012). Status tournaments: The effect of hierarchy dispersion on status challenges. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Bendersky, C., & Hays, N. A. (July 2012). The destabilization of group status hierarchies: Interactive effects of status conflict and hierarchy legitimacy. Paper presented at the annual meeting of the International Association of Conflict Management, Cape Town, South Africa.

Hays, N. A., & Goldstein, N. J. (January 2012). Power and legitimacy: The moderating effect of legitimacy on conformity. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Hays, N. A., & Bendersky, C. (July 2011). Antecedents of status challenges. Paper presented at the annual meeting of the International Association of Conflict Management, Istanbul, Turkey.

Hays, N. A. (January 2011). Climbing the ladder one rung at a time: Competing effects of status distance on status challenges. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Hays, N. A., & Bendersky, C. (July 2010). Antecedents of status seeking. Paper presented at the annual meeting of INGRoup, Washington, DC.

Bendersky, C., & Hays, N. A. (June 2010). Status deconstruction theory: Status conflict's destabilization of group status hierarchies. Paper presented at the annual meeting of the International Association of Conflict Management, Cambridge, MA.

Hays, N. A., & Goldstein, N. J. (January 2010). Power by association: The vicarious experience of power. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

## CONFERENCE PRESENTATIONS (continued)

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Hays, N. A. (August 2009). Positive deviance: Encouraging pro-social non-conformity in the workplace. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Bendersky, C., & Hays, N. A. (July 2008). The fourth dimension: Status conflicts in groups. Paper presented at the annual meeting of the International Association of Conflict Management, Chicago, IL.

## STUDENT ADVISING

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Christopher Dishop, Master's thesis committee member

Alice Guo, Dissertation committee member

James G. Matusik, Dissertation committee member

Hun W. Lee, Dissertation committee member

Students Consulting for Non-profit Organizations, faculty advisor

## AWARDS AND HONORS

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Academy of Management Organizational Behavior Division Best Symposium	August 2017
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International Association of Conflict Management (IACM) Best Empirical Conference Paper	July 2013
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International Association of Conflict Management (IACM) Best Theoretical Conference Paper	July 2008
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## PROFESSIONAL SERVICE

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Best Dissertation Award committee chair for 2019 annual meeting of the International Association of Conflict Management, Dublin, Ireland

Program committee member for 2014 annual meeting of the Society for Personality and Social Psychology, Austin, Texas

Program committee member for 2011 annual meeting of the International Association of Conflict Management, Istanbul, Turkey

Ad hoc reviewer for *Academy of Management Journal*, *Academy of Management Review*, *European Journal of Social Psychology*, *Journal of Applied Psychology*, *Journal of Personality*, *Organization Science*, *Organizational Behavior and Human Decision Processes*, *Psychological Science*, and *Social Psychology*

## PROFESSIONAL AFFILIATIONS

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Academy of Management  
American Psychological Association  
Association for Psychological Science

Int'l Association of Conflict Management  
Society for Personality and Social Psychology

## TEACHING EXPERIENCE

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Negotiations (Undergraduate, Master's in Accounting, and  
Executive MBA)

Fall 2015  
Fall 2016  
Fall 2017  
Summer 2018  
Fall 2018

Organizational Leadership (Undergraduate and Master's in  
Accounting)

Fall 2014  
Fall 2015

Management & Organizations (Undergraduate)

Spring 2013  
Fall 2013

## OTHER PROFESSIONAL EXPERIENCE

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Independent consultant  
Bridge Strategy Group, consultant  
Expanets, analyst  
Booz Allen Hamilton, consultant

2006-2007  
2003-2006  
2001-2003  
2000-2001