

# JULIA A. LANGDON

London Business School

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## EXPERIENCE

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### Assistant Professor of Organizational Behavior

European School of Management and Technology, Berlin Germany

August 2023

## EDUCATION

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### Ph.D. in Organizational Behavior

London Business School, London UK

Committee: Daniel Effron, Randall Peterson & Jonathan Berman

2017 – 2023

### Master of Research

London Business School, London UK

Advisor: Daniel Effron

2017 – 2019

### Master of Science in Cognitive and Decision Sciences (Distinction)

University College London, London UK

Advisor: Adam Harris

2013 – 2015

### Bachelor of Science in Psychology

University of Warwick, Warwickshire UK

2010 – 2013

## RESEARCH INTERESTS

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*Keywords:* Unethical Behavior, Ethical Scandals, Reputation, Moral Mindsets, Business Ethics, Disability, Diversity, and Inclusion.

My research interests focus on unethical behavior and ethics. In one stream of research, I uncover the complex psychological contortions people use to justify unethical behavior, such as lies and cheating. In my second program of work, I put the scholarship of behavioral ethics into action toward the goal of improving organizations. In this program, my work seeks to directly intervene to reduce unethical actions at work, as well as to harness the wisdom of moral psychology to improve the inclusion experiences of a uniquely marginalized and stigmatized social group that has been largely overlooked in the management literature – disabled people.

## TEACHING INTERESTS

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Organizational Behavior, Business Ethics, Power, Negotiations, Groups and Teams, Diversity, Leadership, Research Methods, Statistics, STATA.

## MANUSCRIPTS UNDER REVIEW

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Langdon, J. A., & Effron, D. A. *Lies Seem Less Unethical When They Fit the Facts* (Requested Revision – Organizational Behavior and Human Decision Processes)

## RESEARCH IN PROGRESS (\*shared first-author)

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Savani, K.\*, Langdon, J. A.\*, Kouchaki, M., & Rattan, A. *Universal vs. Nonuniversal Beliefs About Moral Potential: Implications for Unethical Behavior* (Working paper, 7 Studies) planned submission to Journal of Personality and Social Psychology

**Langdon, J. A.**, Adams, G., & Peterson, R. S. *Group Morality Following Unethical Behavior by Group Members: Collusion and Membership* (data collection, 3 studies) planned submission to *Organizational Behavior and Human Decision Processes*

**Langdon, J. A.**, Effron, D. A., & Berman, J. Z. *Worse to be First? Victim and Transgressor Perspectives of "Viral" Violations* (manuscript in preparation, 4 studies) planned submission to *Journal of Experimental Social Psychology*

**Langdon, J. A.**, Georgeac, O. A. M. & Rattan, A. *Moral Duties vs. Moral Values: Disabled Prospective Employees Responses to Organizational Messaging on Disability* (data collection, 1 study) planned submission to *Academy of Management Journal*

Helgason, B. A., **Langdon, J. A.**, Qui, J., & Effron, D. A. *Shifting Standards of Truthfulness: How Partisanship Affects Judgments of (Dis)Honesty* (data collection, 3 studies) planned submission to *Journal of Experimental Psychology: General*

**Langdon, J. A.**, & Nina Strohminger. *Belief Because: The Role of Semantic Structure in Judging Lies* (data collection, 1 study)

## TEACHING EXPERIENCE

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### London Business School

2014 – 2023

#### *Science of People in Organizations*

- Teaching Assistant for Dr Daniel Effron, Dr Gillian Ku, & Dr Pier Mannucci
- Students: MBA

#### *Negotiations & Bargaining*

- Teaching Assistant for Dr Ena Inesi & Dr Gabrielle Adams
- Students: MBA

#### *Paths to Power*

- Teaching Assistant for Dr Eliot Sherman, Dr Gabrielle Adams & Dr Xi Zou
- Students: Master's in management, MBA, EMBA, and Executive-education clients.
- Redesigned in-class activities for online activity during COVID
- Performed live analysis of student responses for in-class activities (e.g., Kidney Case)

#### *Morality Lab*

- Taught advanced statistics sessions (e.g., multilevel modelling) to faculty, post-doc, and PhD students

### English Speaking Union – Debating Instructor and Public Speaking Mentor

2012 – 2014

- Taught debating and how to teach debating to instructors
- Students: Secondary school teachers and students ranging from age 11 – 18

## CHAired SYMPOSIA

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**Langdon, J. A.** (2022) *Perceptions of Group Morality: Detractors and Distortions*  
Academy of Management Annual Meeting.

Sponsored by: Managerial and Organizational Cognition Division, Conflict Management Division  
Individual Talk: **Langdon, J. A.**, Adams, G., & Peterson, R. (2022) *Members Behaving Badly: Perceptions of Group Morality Following Unethical Behavior*

**Langdon, J. A.** (2021) Managing Misinformation: Belief and Beyond. Academy of Management Annual Meeting.

Sponsored by: Organizational Behavior Division, Managerial and Organizational Cognition Division, Conflict Management Division (**Chosen as a Showcase Symposium for the OB Division**)

Individual presentation: **Langdon, J. A.**, Effron, D. E (2021) Two Truths and a Lie: A Falsehood is Less Unethical to Tell when Truths Make a Case for it

## CONFERENCE PRESENTATIONS

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**Langdon, J. A.**, Effron, D. E (2022) Two Truths and a Lie: A Falsehood is Less Unethical to Tell when Truths Make a Case for it. Talk presented at The Society for Personality and Social Psychology

**Langdon, J. A.**, Effron, D. E., & Berman, J. (2022) Worst to Be First? Victim and Transgressor Perspectives of “Viral” Violations. Talk presented at Academy of Management

**Langdon, J. A.**, Effron, D. E (2021) Two Truths and a Lie: A Falsehood is Less Unethical to Tell when Truths Make a Case for it. Talk presented at the Transatlantic Doctoral Conference

**Langdon, J. A.**, Effron, D. E (2021) Two Truths and a Lie: A Falsehood is Less Unethical to Tell when Truths Make a Case for it. Talk presented at the International Society for Justice Research

**Langdon, J. A.**, Effron, D. E (2021) Two Truths and a Lie: A Falsehood is Less Unethical to Tell when Truths Make a Case for it. Talk presented at the Society for Personality and Social Psychology: Judgment and Decision-Making Pre-conference

**Langdon, J. A.**, Effron, D. E., & Berman, J. (2020) Transgressor and Victim Perceptions of Violations of Privacy. Talk presented at the UK Doctoral Conference

**Langdon, J. A.**, Effron, D. E (2020) Two Truths and a Lie: A Falsehood is Less Unethical to Tell when Truths Make a Case for it. Talk presented at the International Academy of Conflict Management

**Langdon, J. A.**, Effron, D. E., & Berman, J. (2019) Transgressor and Victim Perceptions of Violations of Privacy. Poster presented at the International Academy of Conflict Management

**Langdon, J. A.**, & Harris, A. (2017) Anchoring and Scarcity: Short-term Loans. Poster presented at Society for Personality and Social Psychology

## SERVICE AND AWARDS

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Organized the OB Ph.D. recruitment events, London Business School 2018

Communications lead for the Trans-Atlantic Doctoral Conference LBS 2019

Founder and leader of Ph.D. Brownbag Sessions LBS 2020 – ongoing

Reviewer for Trans-Atlantic Doctoral Conference 2017 – 2022

Mentor for early-stage OB students – OB Division for Academy of Management 2021 – 2022

**Award:** The Leadership Institute, London Business School, Research Grant for **Langdon, J. A.**, & Rattan, A. *Organizational Messaging: Signals from Organizations to Disabled Prospective Employees* (January 2022) - £7,000

## RELEVANT SKILLS

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Statistical Languages: Stata, SPSS, and R

Programming: MATLAB, Qualtrics, and set up website using HTML code for the Mock Social Media tool

Advanced Statistical Models: Multilevel analysis, Multilevel mediation and moderated mediation, Spline Regression

Bilingual (English and Spanish) – Dual Nationality (UK/SPAIN)

## ACADEMIC RESEARCH POSITIONS

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### Research Assistant

2015 – 2017

London Business School, Department of Organizational Behavior  
Research Assistant for Dr Gabrielle Adams & Dr Daniel Effron

#### *Publications assisted:*

Adams, G. S., Zou, X., Inesi, M. E., & Pillutla, M. M. (2015). Forgiveness is not always divine: When expressing forgiveness makes others avoid you. *Organizational Behavior and Human Decision Processes*, 126, 130-141.

ten Brinke, L., & Adams, G. S. (2015). Saving face? When emotional displays during public apologies mitigate damage to organizational performance. *Organizational Behavior and Human Decision Processes*, 130, 1-12.

## PROFESSIONAL MEMBERSHIPS

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Academy of Management (AOM)

Association for Psychological Science (APS)

Society for Personality and Social Psychology (SPSP)

European Association for Social Psychology (EASP)

Consortium for the Advancement of Research Methods and Analysis (CARMA)

## WORKSHOPS & TRAINING ATTENDED

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### Testing (Multilevel) Mediation and Moderation

July 2021

Taught by Dr Chris Stride (Falcon Training)

### Machine Learning for Social Scientists

June 2021

Taught by Dr Bart Vanneste (University College London) and Dr Mike Yeomans (Imperial)

### Multilevel Modelling

May 2021

Taught by Dr Gilad Chen (University of Maryland) in conjunction with CARMA

### Business and Organizational Ethics (Normative)

2019

Taught by Dr Susanne Burri (London School of Economics and Political Science)

## REFERENCES

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### Daniel A. Effron

Professor

London Business School

Organizational Behavior

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### Aneeta Rattan

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