

JACOB B. HIRSH

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PART I: ACADEMIC HISTORY

ACADEMIC POSITIONS HELD

- 2014 – Associate Professor of Organizational Behaviour and Human Resource Management, Department of Management, University of Toronto Mississauga, with cross-appointment to Rotman School of Management, University of Toronto
- 2011 – 2014 Assistant Professor of Organizational Behaviour and Human Resource Management (CLTA), Rotman School of Management, University of Toronto
- 2017 – Research Fellow, Behavioural Economics in Action at Rotman (BEAR) Centre
- 2015 – Associate Member, School of the Environment, University of Toronto
- 2010 – 2011 Post-Doctoral Fellow, Kellogg School of Management, Northwestern University

EDUCATION

- 2010 Ph.D. Psychology; University of Toronto, Toronto, ON
Dissertation title: *Decision-making and self-regulation from a social-personality neuroscience perspective*.
Committee: Dr. Jordan Peterson (Chair), Dr. Michael Inzlicht, Dr. Jennifer Tackett
Readers: Dr. Elizabeth Page-Gould, Dr. Marc Fournier, Dr. Brent Roberts
- 2006 M.A. Psychology; University of Toronto, Toronto, ON
Thesis title: *Predicting creativity and academic success with a “fake-proof” measure of the Big Five*.
Committee: Dr. Jordan Peterson (Chair), Dr. Philip Zelazo
- 2005 B.Sc. (Hons.) Psychology Research Specialist; University of Toronto, Toronto, ON

GRANTS, HONORS, AND AWARDS

- 2018 Academy of Management Review Best Article Award – The Psychology of Middle Power
- Fellow of The Society of Experimental Social Psychology (In recognition of substantial contribution to Social Psychology as an empirical science); 2016.

- SSHRC Institutional Grant – “Predicting within-person changes in productivity”, \$3,000; 2016.
- Connaught New Researcher Award – “Increasing employee engagement by fostering a meaningful workplace”, \$10,000; 2016-2018.
- SSHRC Institutional Grant – “Interventions for increasing employee engagement”, \$2,106; 2014.
- SSHRC Insight Development Grant – “Creative leadership: Strategies for improving organizational and individual creativity”, \$49,000; 2011-2013.
- SSHRC Postdoctoral Fellowship, \$81,000; 2010-2012.
- Ken Dion Most Outstanding Social/Personality Graduate Student Award, Department of Psychology, University of Toronto; 2009.
- SSHRC Doctoral Fellowship, \$40,000; 2008-2010.
- Ontario Graduate Scholarship, Government of Ontario, \$15,000; 2007.

PART II: SCHOLARLY AND PROFESSIONAL WORK

PEER-REVIEWED PUBLICATIONS

1. Shteynberg, G., **Hirsh, J. B.**, Bentley, R. A., & Garthoff, J. (2020). Shared Worlds and Shared Minds: A Theory of Collective Learning and a Social Psychology of Common Knowledge. *Psychological Review*, 127, 918-391.
2. **Hirsh, J. B.**, Shteynberg, G., & Gelfand, M. J. (2020). Conflicting Obligations in Human Social Life. *Behavioral and Brain Sciences*, 43. Commentary on Tomasello, M. (2020). The Moral Psychology of Obligation.
3. **Hirsh, J. B.**, Lu, J. G., & Galinsky, A. D. (2018). Moral Utility Theory: The Motivational Basis of Ethical Decision-Making. *Research in Organizational Behavior*, 38, 43-59.
4. Anicich, E. M., & **Hirsh, J. B.** (2017). The Psychology of Middle Power: Vertical Code-Switching, Role Conflict, and Behavioral Inhibition. *Academy of Management Review*, 42, 659-682. ***2018 AMR Best Article Award Winner***
5. Hu, J. & **Hirsh, J. B.** (2017). Accepting Lower Salaries for Meaningful Work. *Frontiers in Psychology*, 8, 1649.
6. **Hirsh, J. B.** & Kang, S. K. (2016). Mechanisms of Identity Conflict: Uncertainty, Anxiety, and the Behavioral Inhibition System. *Personality and Social Psychology Review*, 20, 223-244.
7. Kaufman, S. B., Quilty, L. C., Grazioplene, R. G., **Hirsh, J. B.**, Gray, J. R., Peterson, J. B., & DeYoung, C. G. (2016). Openness to Experience and Intellect differentially predict creative achievement in the arts and sciences. *Journal of Personality*, 84, 248-258.
8. **Hirsh, J. B.** (2015). Extraverted populations have lower savings rates. *Personality and Individual Differences*, 81, 162-168.
9. Inzlicht, M., Bartholow, B. D., & **Hirsh, J. B.** (2015). Emotional foundations of cognitive control. *Trends in Cognitive Sciences*, 19, 126-132.
10. Yam, K. C., Reynolds, S., & **Hirsh, J. B.** (2014). The hungry thief: Physiological deprivation and its effects on ethical behavior. *Organizational Behavior and Human Decision Processes*, 125, 123-133.
11. Shteynberg, G., **Hirsh, J. B.**, Apfelbaum, E. P., Larsen, J. T., Galinsky, A. D., & Roese, N. J. (2014). Feeling more together: Group attention intensifies emotion. *Emotion*, 14, 1102-1114.

12. Nash, K., Prentice, M., **Hirsh, J. B.**, McGregor, I., & Inzlicht, M. (2014). Muted neural response to distress among securely attached people. *Social Cognitive and Affective Neuroscience*, 9, 1239-45.
13. **Hirsh, J. B.** (2014). Environmental sustainability and national personality. *Journal of Environmental Psychology*, 38, 233-240.
14. **Hirsh, J. B.** (2014). Mapping the goal space: Personality integration and higher-order goals. *Behavioral and Brain Sciences*, 37, 144-145.
15. Shteynberg, G., **Hirsh, J. B.**, Galinsky, A. D., & Knight, A. P. (2014). Shared attention increases mood infusion. *Journal of Experimental Psychology: General*, 143, 123-130.
16. **Hirsh, J. B.**, Mar, R. A., & Peterson, J. B. (2013). Personal narratives as the highest level of cognitive integration. *Behavioral and Brain Sciences*, 36, 216-217.
17. **Hirsh, J. B.**, Walberg, M. D., & Peterson, J. B. (2013). Spiritual liberals and religious conservatives. *Social Psychological and Personality Science*, 4, 14-20.
18. **Hirsh, J. B.** (2012). Pragmatic perspectives on the psychology of meaning. *Psychological Inquiry*, 23, 354-360.
19. **Hirsh, J. B.**, Kang, S. K., & Bodenhausen, G. V. (2012). Personalized persuasion: Tailoring persuasive appeals to recipient personality traits. *Psychological Science*, 23, 578-581.
20. **Hirsh, J. B.**, Mar, R. A., & Peterson, J. B. (2012). Psychological entropy: A framework for understanding uncertainty-related anxiety. *Psychological Review*, 119, 304-320.
21. **Hirsh, J. B.**, Quilty, L. C., Bagby, R. M., & McMMain, S. F. (2012). The relationship between agreeableness and the development of the working alliance in patients with borderline personality disorder. *Journal of Personality Disorders*, 26, 616-627.
22. **Hirsh, J. B.**, Galinsky, A. D., & Zhong, C. B. (2011). Drunk, powerful, and in the dark: How general processes of disinhibition produce both prosocial and antisocial behavior. *Perspectives on Psychological Science*, 5, 415-427.
23. Weisberg, Y. J., DeYoung, C. G., & **Hirsh, J. B.** (2011). Gender differences across the ten aspects of the Big Five. *Frontiers in Psychology*, 2:178.
24. DeYoung, C. G., **Hirsh, J. B.**, Shane, M. S., Papademetris, X., Rajeevan, N., & Gray, J. R. (2010). Testing Predictions from Personality Neuroscience: Brain Structure and the Big Five. *Psychological Science*, 21, 820-828.
25. Kang, S. K., **Hirsh, J. B.**, & Chasteen, A. L. (2010). Your mistakes are mine: Self-other overlap predicts neural response to observed errors. *Journal of Experimental Social Psychology*, 46, 229-232.
26. **Hirsh, J. B.** (2010). Personality and environmental concern. *Journal of Environmental Psychology*, 30, 245-248.
27. **Hirsh, J. B.** (2010). The weight of being: Psychological perspectives on the existential moment. *New Ideas in Psychology*, 28, 28-36.
28. **Hirsh, J. B.**, DeYoung, C. G., Xu, X., & Peterson, J. B. (2010). Compassionate liberals and polite conservatives: Associations of agreeableness with political ideology and moral values. *Personality and Social Psychology Bulletin*, 36, 655-664.
29. **Hirsh, J. B.**, Guindon, A., Morisano, D., & Peterson, J. B. (2010). Positive mood effects on delay discounting. *Emotion*, 10, 717-721.
30. **Hirsh, J. B.**, & Inzlicht, M. (2010). Error-related negativity predicts academic performance. *Psychophysiology*, 47, 192-196.

31. Morisano, D., **Hirsh, J. B.**, Peterson, J. B., Shore, B., & Pihl, R. O. (2010). Setting, elaborating, and reflecting on personal goals improves academic performance. *Journal of Applied Psychology*, 95, 255-264.
32. **Hirsh, J. B.** (2009). Choosing the right tools to find the right people. *The Psychologist*, 22, 730-733.
33. **Hirsh, J. B.**, DeYoung, C. G., & Peterson, J. B. (2009). Metatraits of the Big Five differentially predict engagement and restraint of behavior. *Journal of Personality*, 77, 1085-1102.
34. **Hirsh, J. B.**, & Peterson, J. B. (2009). Extraversion, neuroticism, and the prisoner's dilemma. *Personality and Individual Differences*, 46, 254-256.
35. **Hirsh, J. B.**, & Peterson, J. B. (2009). Personality and language use in self-narratives. *Journal of Research in Personality*, 43, 524-527.
36. Inzlicht, M., McGregor, I., **Hirsh, J. B.**, & Nash, K. (2009). Neural markers of religious conviction. *Psychological Science*, 20, 385-392.
37. **Hirsh, J. B.**, & Inzlicht, M. (2008). The devil you know: Neuroticism predicts neural response to uncertainty. *Psychological Science*, 19, 962-967.
38. **Hirsh, J. B.**, Morisano, D., & Peterson, J. B. (2008). Delay discounting: Interactions between personality and cognitive ability. *Journal of Research in Personality*, 42, 1646-1650.
39. **Hirsh, J. B.**, & Peterson, J. B. (2008). Predicting creativity and academic success with a "fake-proof" measure of the Big Five. *Journal of Research in Personality*, 42, 1323-1333.
40. **Hirsh, J. B.**, & Dolderman, D. (2007). Personality predictors of consumerism and environmentalism: A preliminary study. *Personality and Individual Differences*, 43, 1583-1593.
41. Rowe, G., **Hirsh, J. B.**, & Anderson, A. K. (2007). Positive affect increases the "breadth" of cognitive selection. *Proceedings of the National Academy of Sciences*, 104, 383-388.
42. Mar, R. A., Oatley, K., **Hirsh, J.**, dela Paz, J., & Peterson, J. B. (2006). Bookworms versus nerds: Exposure to fiction versus non-fiction, divergent associations with social ability, and the simulation of fictional social worlds. *Journal of Research in Personality*, 40, 694-712.

BOOK CHAPTERS

43. **Hirsh, J. B.**, & Mehta, M. (2010). Psychological diversity and economic health. In J. Horvath (Ed.), *Valuing a business in volatile markets*. Toronto, Canada: Carswell.
44. **Hirsh, J. B.** (2013). Meaningful and the horizon of interpretation: How goals structure our experience of the world. In J. Hicks & C. Routledge (Eds.), *The Experience of Meaning in Life: Classical Perspectives, Emerging Themes, and Controversies* (pp. 129-139). New York, NY: Springer Press.

OTHER PUBLICATIONS

45. Matz, S., & **Hirsh, J. B.** (2020). Personality and Marketing. In *The Wiley-Blackwell Encyclopedia of Personality and Individual Differences*. Hoboken, NJ: Wiley.
46. Kim, Y. J., McRuer, G., & **Hirsh, J. B.** (2020). Creativity in the Workplace. In *The Wiley-Blackwell Encyclopedia of Personality and Individual Differences*. Hoboken, NJ: Wiley.
47. **Hirsh, J. B.** (2015). Personality and creativity. In *International Encyclopedia of the Social and Behavioral Sciences, 2nd Edition*. (Vol. 17, pp. 770-773). Oxford, England: Elsevier.
48. Anicich, E. M., & **Hirsh, J. B.** (2017). Why Being a Middle Manager is so Exhausting. *Harvard Business Review*. <https://tinyurl.com/HirshHBR>

PEER-REVIEWED CONFERENCE PRESENTATIONS

- *Academy of Management*: 2018 in Chicago, IL (2 sessions); 2017 in Atlanta, GA; 2016 in Anaheim, CA (2 sessions).
- *Association for Research in Personality*: 2017 in Sacramento, CA; 2009 in Evanston, IL.
- Positive Organizational Scholarship Research Conference: 2017 in Ann Arbor, MI.
- Society for Experimental Social Psychology: 2016 in Santa Monica, CA.
- *Canadian Psychological Association*: 2016 in Victoria, BC; 2008 in Halifax, NS; 2007 in Ottawa, ON.
- *Society for Personality and Social Psychology*: 2015 in Long Beach, CA; 2012 in San Diego, CA; 2011 in San Antonio, TX; 2010 in Las Vegas, NV (2 sessions); 2009 in Tampa, FL (3 sessions); 2008 in Albuquerque, NM; 2007 in Memphis, TN; 2005 in New Orleans, LA.
- Society for Industrial and Organizational Psychology: 2014 in Honolulu, HI.
- *Association for Psychological Science*: 2012 in Chicago, IL; 2010 in Boston, MA; 2009 in San Francisco, CA (2 sessions); 2008 in Chicago, IL (2 sessions); 2007 in Washington, DC.
- European Association for Social Psychology: 2011 in Stockholm, Sweden.
- *Cognitive Neuroscience Society*: 2011 in San Francisco, CA; 2008 in San Francisco, CA.
- Society for Neuroeconomics: 2010 in Evanston, IL.
- *Society for Psychophysiological Research*: 2009 in Berlin, Germany; 2008 in Austin, TX.
- *American Psychological Association*: 2009 in Toronto, ON (2 sessions).
- York/UofT Social Personality Abnormal Conference: 2009 in Toronto, ON; 2007 in Toronto
- Toward a Science of Consciousness: 2008 in Tucson, AZ.

PART III: TEACHING EXPERIENCE

TEACHING

Graduate Department of Management, University of Toronto

- RSM3090 Quantitative Methods in the Applied Behavioral Sciences (PhD Seminar)
- RSM3090 Advanced Statistics Data Workshop (PhD Seminar)

Department of Management, University of Toronto Mississauga

- MGT260 Human Resource Management
- SSM1060 Managing Sustainable Organizations
- MMI1050B Negotiations
- IMI202 Principles of Human Resource Management

Rotman School of Management, University of Toronto

- RSM460/361 Human Resource Management
- RSM461 Managerial Negotiations

PART IV: SERVICE

EXTERNAL PROFESSIONAL SERVICE

Editorial Service:

- Associate Editor, *Frontiers in Psychology* (2014-2017)

Reviewer Activities

Journals: *Academy of Management Journal*; *Academy of Management Review*; *American Journal of Political Science*; *Analyses of Social Issues and Public Policy*; *Anxiety, Stress, & Coping*; *Assessment*; *Biological Psychology*; *British Journal of Psychology*; *Cerebral Cortex*; *Cognition & Emotion*; *Communication Monographs*; *Developmental Psychology*; *Ecopsychology*; *Emotion*; *Environment & Behavior*; *European Journal of Personality*; *Int. Journal of Behavioral Development*; *Int. Journal of Psychophysiology*; *Journal of Applied Social Psychology*; *Journal of Behavioral Decision Making*; *Journal of Consumer Policy*; *Journal of Environmental Psychology*; *Journal of Experimental Psychology: General*; *Journal of Experimental Social Psychology*; *Journal of Individual Differences*; *Journal of Managerial Psychology*; *Journal of Personality*; *Journal of Personality and Social Psychology*; *Journal of Research in Personality*; *Motivation and Emotion*; *NeuroImage*; *Organizational Behavior and Human Decision Processes*; *Personality and Individual Differences*; *Personality and Social Psychology Bulletin*; *Personality and Social Psychology Review*; *PLoS One*; *Political Behavior*; *Proc. of the National Academy of Sciences*; *Psychological Science*; *Psychophysiology*; *Social Psychological and Personality Science*.

Conferences: *Academy of Management*; *Behavioral Decision Research in Management*; *Canadian Psychological Association*; *Positive Organizational Scholarship Conference*; *Society for Industrial and Organizational Psychology*; *Society for Personality and Social Psychology*.

Grant Proposals: *Social Sciences and Humanities Research Council of Canada (SSHRC)*

MEDIA AND OUTREACH SERVICE (Selected)

Harvard Business Review (April, 2020). How to handle the pressure of being a manager right now.

Globe & Mail (January, 2020). What can you do if a potential employer “ghosts” you?

Rotman Magazine (Fall, 2019). Secrets of the best leaders.

Globe & Mail (March, 2018). The science behind the Cambridge Analytica scandal.

Toronto Star (October, 2016). The science behind going with your gut.

Globe & Mail (August, 2015). Extroverts have lower rates of personal savings.

Globe & Mail (August, 2014). Group gatherings inflame passions.

Business Standard (July, 2014). Watching events together produces stronger emotions.

UofT Magazine (August, 2013). Leaning left.

The Ecologist (March, 2013). How meditation makes us much nicer people.

Psychology Today (March, 2013). Why meditation makes you more politically liberal.

Psychology Today (July, 2012). Persuasion is local.

Financial Times (May, 2012). Something for the weekend.

Businessweek (May, 2012). Selling cell phones to neurotics

The Wall Street Journal (June, 2011). Why trolls behave the way they do.

The Wall Street Journal (March, 2011). Making kids work on goals.

The Wall Street Journal (December, 2010). The science behind blowing your bonus.

Live Science (December, 2010). Extroverts prefer immediate gratification.

Management Issues (December, 2010). Spend or save?

New York Times (June, 2010). Linking personality to brain structure.

BusinessWeek (June, 2010). Scientists link personality, size of brain regions.

UofT Magazine (May, 2010). The polite party.

Ottawa Citizen (May, 2010). Political leanings linked to personality traits, study finds.

National Post (May, 2010). Conservatives, liberals have different traits, research finds.

Psychology Today (November, 2009). Do you grab life by the horns or sit on the sidelines?

CBC News (April, 2009). Anxiety: It's a natural thing, but can reach levels that require help.

The Toronto Star (March, 2009). Stressed out? Have a little faith.

The Atlantic Monthly (March, 2009). The fundamentalist psyche.

New York Times (January, 2009). Coping skills and horrible imaginings.

USA Today (December, 2008). Can your personality help you weather tough economy?

New York Times (November, 2008). Bad news can be better than nothing.

CBS News (November, 2008). Uncertainty is powerful stress producer.

Toronto Star (October, 2008). Personality test can't be fooled.

Globe & Mail (October, 2008). Can't fake this test. Separating the wheat from the cheats.

Canadian HR Reporter (October, 2008). A recruiter's dream: Fake-proof personality test.

Television & Radio:

TVO's The Agenda (April, 2018). Psychographically exposed.

HitRecord on TV (January, 2014). Re: Fantasy.

CBC Radio (July, 2013). Think About It: Decisions and the brain.

WAMC Radio (May, 2013). Spirituality and political ideology.

CBC Radio (October, 2012). Ideas Documentary on "Imagination".

WAMC Radio (July, 2012). Personality-targeted advertisements.

TVO's The Agenda (May, 2010). Temperament and ideology.

CTV Canada AM (October, 2008). Fake-proof personality testing.

CBC News Toronto (October, 2008). New personality test.

Global National News (October, 2008). Unfakeable personality test.