

# MELANIE MILOVAC

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## EDUCATION

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### University of Cambridge

Ph.D. in Organizational Behavior, 2016

- Dissertation Title: Initial Impressions of Entrepreneurs are Shaped by Implicit Beliefs about Affect and Entrepreneurship. Committee: Martin Kilduff (Chair), Jeffrey Sanchez-Burks, and Paul Tracey

### University of Michigan

Stephen M. Ross School of Business, Management & Organizations

Pre-Doctoral Fellow, April 2014 – June 2015 (w. J. Sanchez-Burks)

Pre-Doctoral research funded by the National Endowment for Science, Technology, and the Arts

### University of Cambridge

Master in Innovation, Strategy and Organization, 2011

### University of Heidelberg

B.Sc. in Social Psychology, 2010

## ACADEMIC APPOINTMENTS

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### Washington University in St. Louis

Olin Business School, Organizational Behavior Group

Post-Doctoral Researcher, July 2015 – June 2017

## RESEARCH

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### Publications

**Milovac, M.** & Sanchez-Burks, J. (2014). Positivity Makes for Poor Pitches: Affective Tone Conveyed by Entrepreneurs Shapes Support for Creative Ideas. In John Humphreys (Ed.), *Proceedings of the 74th Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

### Manuscripts under Review

**Milovac, M.** & Sanchez-Burks, J. (under review). "Reading Emotional Tea Leaves: How Judges' Implicit Theories about Entrepreneurs' Affect Inform their Impressions of Nascent Entrepreneurs." *Administrative Science Quarterly*

### Manuscripts in Preparation

**Milovac, M.**, Menges, J., Saar-Tsechansky, M., & Graeber, T. (in preparation). "Telling a Tale of Marginal Luck from One of Major Luck: Affective Framings of Performance Narratives Lead to Moderate Forecasts for Market Movers" In preparation for: *Academy of Management Journal*

## SELECTED TALKS

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2016 **University of Illinois at Urbana Champaign**, College of Business, Organizational Behavior Group

2015 **Harvard University**, Harvard Business School, Entrepreneurial Management Unit

- 2015 **Washington University in St. Louis**, Organizational Behavior Group
- 2015 **University of Michigan**, Psychology Department, Social Psychology Seminar
- 2015 **University of Michigan**, Psychology Department, Decision Consortium
- 2014 **University of Michigan**, Center for Positive Organizations
- 2014 **University of Michigan**, Ross School of Business, Management & Organizations Group

## SELECTED WORK IN PROGRESS

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- The Role of Relational Factors and Implicit Theories in Entrepreneurial Mentorship (w. Sanchez-Burks, J.; sponsored by Kauffman Foundation)
- Sidestepping the Startup Glass Ceiling: Perceived Potential of Women Entrepreneurs Depends on Functional Similarity in Founder Teams (w. Huang, J.)\*

\* *Work with doctoral student.*

## RESEARCH GRANTS

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- 2016 Kauffman Foundation. Research Grant for: **Facilitating Factors in Entrepreneurial Mentorship** (\$60,000, w. Sanchez-Burks, J, Brophy, D. & Jensen, T.)
- 2014 National Endowment for Science, Technology and the Arts. Research Grant for: **The Effects of Psychological Factors in Entrepreneurial Pitches** (£10,000, approx. \$17,000; sole applicant)
- 2014 Research Grant for: **Affective Cues in Entrepreneurs' Idea Pitches and CEOs' Shareholder Letters** (£5,000, approx. \$8,000; sole applicant), Cambridge Judge Business School
- 2013 Research Grant for: **Emotion Expression in Organizations** (£1,000, approx. \$1,600), Cambridge Judge Business School
- 2012 Research Grant for: **Social Antecedents of Emotion Expression and Suppression in Work Teams** (£1,400, approx. \$2,200), Cambridge Judge Business School

## ACADEMIC HONORS AND AWARDS

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- 2016 Doctoral Consortium, **West Coast Research Symposium on Entrepreneurship**, September 12, 2016, Seattle, WA
- 2014 Best Paper Proceedings, Organizational Behavior Division, **Academy of Management**
- 2014 Best Poster, University of Cambridge, **Economic and Social Research Council**, "Positivity Makes for Poor Pitches: Entrepreneurs' Affect Shapes Investors' Evaluation and Support for Ideas"

- 2014** Doctoral Development Award (£1,500, approx. \$2,500), **University of Cambridge**, to support presenting research to colleagues at Harvard Business School, Stanford Graduate School of Business and Columbia Business School
- 2014** Doctoral Development Award (£2,500, approx. \$4,000), **University of Cambridge**, to support attendance at Startup Weekend by Google for Entrepreneurs in San Francisco
- 2014** Recipient of Doctoral Fellowship Award for Visiting at University of Michigan, **University of Cambridge** (£1,000, approx. \$1,600)
- 2013** Outstanding Reviewer Award, Organizational Behavior Division, **Academy of Management**
- 2011–2015** Full-time Doctoral Fellowship, **University of Cambridge**
- 2010–2011** Full-time Graduate Fellowship, **German Academic Exchange Service**, 2010-2011.
- 2010** Graduate Fellowship Grant for Visiting at Columbia Business School advised by M. W. Morris, **Friedrich Ebert Foundation** (€2,000, approx. \$2,500).
- 2008–2010** Full-time Undergraduate Fellowship for B.Sc. in Psychology, **Friedrich Ebert Foundation** (€20,000, approx. \$25,000).

## CONFERENCE PRESENTATIONS

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- Milovac, M. & Huang, J. (2016).** “Sidestepping the Startup Glass Ceiling: Perceived Potential of Women Entrepreneurs Depends on Functional Similarity in Founder Teams.” **Interdisciplinary Network for Group Research (INGRoup)**, July 14-16, 2016, Helsinki, Finland.
- Milovac, M. & Huang, J. (2016).** “Perceptions of Potential Venture Success of Sex-Heterogeneous Entrepreneurial Teams Depend on Functional Similarity among Team Members.” **International Association for Conflict Management**, June 26-29, 2016, New York, NY.
- Milovac, M. & Sanchez-Burks, J. (2015).** “Unlike-minded Entrepreneurial Co-founders: Affective Complements are Perceived more Favorably.” **Academy of Management Annual Meeting**, August 7-11, 2015, Vancouver, BC, Canada.
- Milovac, M. (2015).** “The Role of Affect in Entrepreneurs’ Performance Trajectories.” **Academy of Management Annual Meeting**, August 7-11, 2015, Vancouver, BC, Canada.
- Milovac, M. & Sanchez-Burks, J. (2015).** “Unlike-minded Entrepreneurial Teams: Affective Complements are Perceived more Favorably.” **Interdisciplinary Network for Group Research (INGRoup)**, July 23-25, 2015, Pittsburgh, PA.
- Milovac, M. & Sanchez-Burks, J. (2014).** “A Successful Entrepreneur is not a Positive One: Negative Affective Cues Enhance Evaluation.” **Academy of Management Annual Meeting**, August 1-5, 2014, Philadelphia, PA.

**Milovac, M.** (2013) "With a Little Help from My Colleagues: The Influence of Support Giving on Emotional Exhaustion." **Academy of Management Annual Meeting**, August 9-13, 2013, Lake Buena Vista, Orlando, FL.

**Milovac, M. & Menges, J. I.** (2012) "Emotions as Social Currency: Antecedents and Social Consequences of Emotion Expression at Work." **Academy of Management Annual Meeting**, August 3-7, 2012, Boston, MA.

## **CHAired SYMPOSIA**

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"The Psychology of Crowdfunding: How Mood, Passion, and Emotion Make or Break a Pitch." Symposium at the **Academy of Management Annual Meeting**, August 7-11, 2015, Vancouver, BC, Canada.  
(Co-chaired with Sanchez-Burks, J.)

"When does the light bulb go on? How time influences creativity." Symposium at the **Academy of Management Annual Meeting**, August 7-11, 2015, Vancouver, BC, Canada.  
(Co-chaired with Kapadia, T.)

"To Conform or Deviate? Situational Dynamics of the Norm-Behavior Relationship." Symposium at the **Academy of Management Annual Meeting**, August 1-5, 2014, Philadelphia, PA.  
(Co-chaired with Koval, C. Z.)

"Emotion Expression and Suppression at Work: Theoretical Considerations and New Empirical Evidence." Symposium at the **Academy of Management Annual Meeting**, August 3-7, 2012, Boston, MA.  
(Co-chaired with Menges, J. I., and Lopes, P. N.)

## **TEACHING**

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### **Undergraduate Level**

**Fall 2015/2016** Instructor for "Organizational Behavior within the Firm" (43 students; Washington University in St. Louis)

**Spring 2012/13** Organizational Behavior, small group instructor (5 groups à 4-6 students; University of Cambridge)

### **PhD Level**

**Fall 2015** Guest Lecturer in PhD seminar "Organizational Behavior" (4 students; Washington University in St. Louis)

### **MBA Level**

**2014-2015** Managerial Negotiations, (MBA as well as weekend MBA (WMBA) courses, w/ Sanchez-Burks, J., and Kopelman, S.), Teaching Assistant, organizing, guiding, and debriefing negotiation exercises (Ross School of Business, University of Michigan)

**Fall 2012/2013** Management Practice (core MBA course), Teaching Assistant, organized and guided team exercises (2 sections per year à circa 60 students; University of Cambridge)

**Spring 2013** Strategic Brand Management (MBA elective), Teaching Assistant (30 students; University of Cambridge)

**Summer 2013** Managerial Decision Making (MBA elective), Teaching Assistant (12 students; University of Cambridge)

### **Executive MBA Level**

**Summer 2014** Leading Organizational Change (core EMBA course), Teaching Assistant (w/ Sanchez-Burks, J.; Ross School of Business, University of Michigan), facilitated group work and virtual learning.

**2013–2014** Management Practice (core EMBA course), Teaching Assistant (University of Cambridge), prepared and independently taught a session, guided and facilitated discussions on the virtual learning environment (online platform used for discussions and learning between campus visits), facilitated group work, organized and guided team exercises.

### **Masters Level (Graduate students in Psychology, Economics, Sociology, and Entrepreneurship)**

**February 2015** Interactive Workshop “How to Deliver a Persuasive Pitch” for students enrolled in the University of Michigan Entrepreneurship Accelerator, prepared and taught a one-day workshop.

**June 2014** Interactive Workshop on Persuasive Idea Pitching for students enrolled in the Master of Entrepreneurship program at University of Michigan, Center for Entrepreneurship, TechArb.

**Spring 2009** Organizational Behavior, taught because course instructor was on maternity leave (60 students; University of Heidelberg)

### **Summer School (International students)**

**July 2013** Guest lecture on Emotions in Organizations, Reach Cambridge International Summer School, University of Cambridge

## **SERVICE**

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### **University of Cambridge**

- Laboratory Manager (April–October 2013) Cambridge Experimental and Behavioral Economics Group (CEBEG)

### **Columbia University, Columbia Business School**

- Participation in Behavioral Research Lab (Summer 2010), supervised by M. W. Morris, ran behavioral experiments on negotiations and cultural differences.

### **Ad Hoc Reviewing**

- *Organization Science*
- *Journal of Experimental Social Psychology*
- Association for Psychological Science Student Award

- Academy of Management
- Society for Personality and Social Psychology Student Award

## **PROFESSIONAL AFFILIATIONS**

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- Academy of Management (AoM)
- Interdisciplinary Network for Group Research (INGRoup)
- International Association for Conflict Management (IACM)
- American Psychological Association (APA)
- Society for Personality and Social Psychology (SPSP)
- Association for Psychological Science (APS)

## **LANGUAGES**

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German (fluent), English (fluent), French (conversational), Croatian (conversational)

## **REFERENCES**

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### **Jeffrey Sanchez-Burks**

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