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EDUCATION

Stanford University Graduate School of Business, Stanford, CA

- Ph.D., Organizational Behavior, expected in 2007

Duke University, Durham, NC

- B.S.E., Civil Engineering, 1998
- Magna Cum Laude, Phi Beta Kappa

RESEARCH INTERESTS

Power and decision-making; power and perception; effect of high power group membership on perceptions of the self; effects of hierarchy on value creation in small groups

RESEARCH ACTIVITIES

Publications

Galinsky, A. D., Magee, J. C., Inesi, M. E., & Gruenfeld, D. H (2006). Power and perspectives not taken. To appear in *Psychological Science*.

Inesi, M. E. & Neale, M. A. (2007). Power, affect and value creation in groups. To appear in M. A. Neale, E. A. Mannix (Series Eds.), & C. Anderson (Vol. Ed.), *Research on Managing Groups and Teams: Vol. 10. Affect and Groups*.

Dissertation

Inesi, M. E. (2006). Power and decision-making: The critical role of psychological safety
Summary: I study how power affects the perception of decision alternatives, and how this ultimately alters individuals' choices. I find that power moderates loss aversion and contend that this occurs because power creates a sense of psychological safety in its holders. Consistent with this claim, I show that power leads to a belief that losses will feel less bad while not affecting how gains are perceived.

Reading committee: Deborah H Gruenfeld (chair), Brian S. Lowery, and Larissa Z. Tiedens.

Manuscripts under Review and Requested Resubmissions

Gruenfeld, D. H, Inesi, M. E., Magee, J. C., & Galinsky, A. D. (invited resubmission). Power and objectification. *Journal of Personality and Social Psychology*.

Lowery, B. S. & Inesi, M. E. (under review). Betting on your chances: How affirmative action affects White men's behavioral confidence. Article submitted to *Group Processes and Intergroup Relations*.

Manuscripts in preparation

Inesi, M. E. & Lowery, B. S. (2006). Can I get what I want? How the framing of affirmative action affects perceptions of personal control in White men

Inesi, M. E. & Neale, M. A. (2006). Exploring how the psychological effects of power influence negotiated outcomes

CONFERENCE PRESENTATIONS

Lowery, B. S. & Inesi, M. E. (2006, August). *Betting on your chances: How affirmative action affects White men's behavioral confidence*. Paper presented at the 66th annual meeting of the Academy of Management, Atlanta, GA.

Inesi, M. E. & Neale, M. A. (2006, August). *Creating value in hierarchical negotiations*. Paper presented at the 66th annual meeting of the Academy of Management, Atlanta, GA.

Inesi, M. E. & Neale, M. A. (2006, May). *Power, affect and value creation in groups*. Paper presented at 10th annual conference on Research on Managing Groups and Teams, Stanford, CA.

Inesi, M. E. & Lowery, B. S. (2006, January). *Betting on your chances: How affirmative action affects White men's behavior*. Paper presented at the 7th annual conference of the Society for Personality and Social Psychology, Palm Springs, CA.

Gruenfeld, D. H, Inesi, M. E., Magee, J. C., & Galinsky, A. D. (2005, August). *Power and person perception*. Paper presented at the Berkeley-Stanford Ph.D. Conference, Berkeley, CA.

Gruenfeld, D. H, Inesi, M. E., Magee, J. C., & Galinsky, A. D. (2005, August). *Power and objectification*. Paper presented at the 65th annual meeting of the Academy of Management, Honolulu, HI.

TEACHING EXPERIENCE

Instructor (2005). "Norms and Culture". 6-week Continuing Education course for Stanford MBA Alumni. Met for two hours each week.

Teaching Assistant (2002-2006). “Managing Groups and Teams (OB Pre-term)” for Professors Larissa Tiedens, Deborah Gruenfeld and Margaret Neale.

Teaching Assistant (2004-2005). “The Paths to Power” for Professor Jeffrey Pfeffer.

Teaching Assistant (2004). “Introduction to Organizational Behavior” for Professor Deborah Gruenfeld.

FELLOWSHIPS AND AWARDS

- Jaedicke Merit Award, Stanford University (\$5000), 2002. Awarded for outstanding academic performance in the Ph.D. program
- Leadership award, Duke University, 1998. Awarded to two members of the Duke graduating engineering class that demonstrated leadership skills.
- Traveling scholarship, ENEL Corporation (\$1000), 1996. Awarded as part of an international engineering honors program, enabling me to visit power plant construction sites in Italy
- National Cathedral School (high school): Cum Laude; Bishop’s Scholar

PROFESSIONAL AFFILIATIONS

Academy of Management
Society for Personality and Social Psychology

PROFESSIONAL EXPERIENCE

Bain & Company (management consulting firm), Atlanta, GA and Rome, Italy

- Associate Consultant, 1998-2000

Velodea Srl (website development agency), Milan, Italy

- Project Manager, 2000-2001