

Eva Hsin-Lian Lin

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EDUCATION

- 2025 (Expected) London Business School, United Kingdom**
Ph.D., Organizational Behavior
▪ Dissertation Committee: Dr. Aneeta Rattan, Dr. Herminia Ibarra, Dr. Isabel Fernandez-Mateo
- 2015 London Business School, United Kingdom**
Masters in Finance (Student Ambassador and Class Chair)
- 2012 Haas School of Business, University of California Berkeley, United States**
Bachelor of Science in Business Administration
▪ Youngest student ever to graduate from the Haas School of Business
▪ UC Berkeley Center for Entrepreneurship & Technology: Engineering Leadership Program

RESEARCH INTERESTS

Keywords: *Career Change, Social Networks, Mindsets, Multicultural Experience, Diversity, Equity and Inclusion*

ACADEMIC PUBLICATIONS

Giurge, L. M., **Lin, E. H. L.**, & Effron, D. A. (2021). Moral credentials and the 2020 democratic presidential primary: No evidence that endorsing female candidates licenses people to favor men. *Journal of Experimental Social Psychology*, 95, 104144.

RESEARCH IN PREPARATION FOR SUBMISSION

- Lin, E. H. L.**, & Rattan, A. Coping with employment uncertainty: the role of growth emotion mindset in job search and mental health (submitting to *Organization Science*).
▪ Winner of the *2023 Graduate Student Award*; Society for Personality and Social Psychology
- Lin, E. H. L.**, Brands, R., Kleinbaum, A. & Wood, A. Multicultural experience and social network diversity (submitting to *Academy of Management Journal*).

RESEARCH IN PROGRESS

- Lin, E. H. L.**, & Rattan, A. Mindset culture vs. individual beliefs: Growth mindset culture uniquely shapes better employee experience in the new era of work. *Late-stage data collection*.
- Lin, E. H. L.**, & Rattan, A. Mindsets and perception of options in career change. *Late-stage data collection*.
▪ Winner of the *2021 Future of Work Research Prize*; CLFW, University of Zurich
- Ozgumus, E., Rattan, A., Georgeac, O. A. M., **Lin, E. H. L.**, Coombs, K., Wainwright, N., & Gardiner, M. Identity masking: How organizational data analysis practices conceal racialized gender differences in belonging. *Working paper*.
- Lin, E. H. L.**, & Brands, R. The impact of brokerage in fostering social inclusion. *Early-stage data collection*.
- Lin, E. H. L.**, Rattan, A. & Adams, G. Motivated problem solving versus system justification? An analysis of the UK 2018 gender pay gap reports. *Working paper*.

INVITED SEMINAR TALKS

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| University of Zurich, Department of Business Administration | 2024 |
| University of Exeter Business School, Department of Management | 2024 |

CHAired SYMPOSIA

- Lin, E. H. L., & Magni, F. (Co-chairs, 2023).** Mindsets in the Management of Uncertainty at Work. 2023 Academy of Management Annual Meeting, Boston, MA.
- Sponsored by the OB Division, HR Division, and the MOC Division
- Lin, E. H. L., & Ozgumus, E. (Co-chairs, 2022).** Putting Mindsets into Context- Extending the Study of Fixed-Growth Lay Theories to the Workplace. 2022 Academy of Management Annual Meeting, Seattle, WA.
- Sponsored by the ENT Division and the GDO Division
- Lin, E. H. L., & Brands, R. (Co-chairs, 2021).** Multicultural Experiences and Social Dynamics. 2021 Virtual Academy of Management Annual Meeting.
- Sponsored by the OB Division and the OMT Division

SELECTED PRESENTATIONS

- Lin, E. H. L., & Rattan, A.** Mindset culture vs. individual beliefs: Growth mindset culture and employee experience.
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| 84 th Annual Meeting of the Academy of Management, Symposium, Chicago, IL. | Aug 2024 |
| 2024 Berkeley Culture Connect Conference, Berkeley, CA. | Jan 2024 |
| 82 nd Annual Meeting of the Academy of Management, Symposium, Seattle, WA. | Aug 2022 |
| Trans-Atlantic Doctoral Conference, London Business School, UK. | May 2022 |
- Lin, E. H. L., & Brands, R., Kleinbaum, A. & Wood, A.** Multicultural experience and social network brokerage.
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| INSEAD Network Evolution Conference, Fontainebleau, France. | Nov 2023 |
| 83 rd Annual Meeting of the Academy of Management, Symposium, Boston, MA. | Aug 2023 |
| 2023 Social Network Society Conference, Exeter, UK. | Jun 2023 |
| 2021 Annual Convention of the Society for Personality and Social Psychology, Virtual. | Feb 2021 |
- Lin, E. H. L., & Rattan, A.** Coping with employment uncertainty: the role of growth emotion mindset in job search and mental health.
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| 83 rd Annual Meeting of the Academy of Management, Symposium, Boston, MA. | Aug 2023 |
| 2023 Annual Convention of the Society for Personality and Social Psychology, Atlanta, GA. | Feb 2023 |
- Lin, E. H. L., & Rattan, A.** Mindsets and perception of options in career change.
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| 2022 Women in Leadership Lives Conference, University of St. Gallen, Switzerland. | Apr 2022 |
| 2022 Annual Convention of the Society for Personality and Social Psychology, San Francisco, CA. | Feb 2022 |
- Lin, E. H. L., Rattan, A. & Adams, G.** An Analysis of 2018 UK Gender pay gap reports.
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| 2019 Annual Convention of the Society for Personality and Social Psychology, Portland, OR. | Feb 2019 |
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RESEARCH GRANTS, FELLOWSHIPS AND AWARDS

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| 2024-2025 | London Business School Noorjehan Pirani PhD Fellowship Award – £10,000
Nominated and awarded based on research impact, publications and general achievements |
| 2023-2024 | Leadership Institute Research Grant – £12,500
Leadership Institute, London Business School
<i>“The Impact of Brokerage In Fostering Social Inclusion”</i> |
| 2022-2023 | Leadership Institute Research Grant – £15,000
Leadership Institute, London Business School
<i>“Leadership’s Mindsets (Not Employees’) Mindsets Shape Employee Experience in the Workplace”</i> |
| 2023 | SPSP Graduate Student Awards – \$600
Society for Personality and Social Psychology (SPSP) |
| 2022 | Winner of the Global Future of Work Research Competition – \$3,000
Center for Leadership in the Future of Work, University of Zurich |
| 2022 | SPSP International Travel Award – \$600
Society for Personality and Social Psychology (SPSP) |
| 2020-2021 | Leadership Institute Research Grant – £2,500
Leadership Institute, London Business School
<i>“What are My Options? The Role of Mindsets in Shaping Individual and Organizational Change”</i> |

TEACHING EXPERIENCE

- Spring 2024 **Goldsmith University**
Leadership and Talent Management (Guest lecturer for 80+ undergraduate and masters students)
- London Business School**
The Science of People in Organisations (Full-time MBA)
Teaching Assistant for Dr. Daniel Effron and Dr. Ena Inesi
- Autumn 2023 **London Business School**
Negotiation and Bargaining (Executive MBA, Full-time MBA, Masters in Finance)
Teaching Assistant for Dr. Gillian Ku
- Spring 2023 **London Business School**
The Science of People in Organisations (Full-time MBA)
Teaching Assistant for Dr. Daniel Effron and Dr. Ena Inesi
- Autumn 2022 **London Business School**
Diversity Science for Leaders (Executive MBA, Sloan Masters, Full-time MBA)
Teaching Assistant for Dr. Aneeta Rattan
- Summer 2022 **London Business School**
Leading Teams and Organisations (Executive MBA, Full-time MBA, Masters in Management)
Teaching Assistant for Dr. Dana Kanze
- Spring 2022 **Goldsmith University**
Leadership and Talent Management (Guest lecturer for 80+ undergraduate and masters students)
- London Business School**
Leading Teams and Organisations (Executive MBA, Full-time MBA, Masters in Finance)
Teaching Assistant for Dr. Dana Kanze
- Autumn 2021 **London Business School**
Negotiation and Bargaining (Executive MBA, Sloan Masters, Full-time MBA, Masters in Finance)
Teaching Assistant for Dr. Ena Inesi
- Summer 2021 **London Business School**
Leading Teams and Organisations (Executive MBA, Full-time MBA, Masters in Finance)
Teaching Assistant for Dr. Dana Kanze
- Spring 2021 **London Business School**
Leading Teams and Organisations (Executive MBA, Full-time MBA, Masters in Finance)
Teaching Assistant for Dr. Dana Kanze
- Autumn 2020 **London Business School**
Managing Change (Executive MBA, Full-time MBA)
Teaching Assistant for Dr. Raina Brands

SERVICE

- 2023-2024 Ad-hoc reviewer
- *Social Psychological and Personality Science*
 - *Social Psychology of Education*
- 2021-2023 Co-peer reviewed papers submitted to
- *Organizational Science*
 - *Journal of Applied Psychology*
 - *Journal of Personality and Social Psychology*
 - *Journal of Experimental Social Psychology*
 - *Journal of Management Studies*
 - *Social Psychological and Personality Science*
 - *Personnel Psychology*
- 2022-2023 Reviewer and discussant of The Trans-Atlantic Doctoral Conference, London Business School

2021 Co-organizer of the Trans-Atlantic Doctoral Conference, London Business School
2020 Co-organizer of the OB PhD recruitment events, London Business School
2019 Co-organizer of the Mindsets and Organizational Transformation Conference

RESEARCH POSITIONS

2017 – 2019 **Research Assistant**
London Business School, Department of Organizational Behavior
Supervisor: Dr. Aneeta Rattan

2011 – 2012 **Undergraduate Research Apprentice**
Haas Management of Organizations Group, University of California Berkeley
Supervisors: Dr. Sanaz Mobasseri, Dr. Eliot Sherman

MENTORING, NON-PROFIT, AND BOARD EXPERIENCE

2023 – 2024 **Lumiere Education**, Mentor for underprivileged high school students in the US
2019 – 2021 **LBS Board Fellows Programme**, Program Developer for Non-Profits in the UK
2018 – 2019 **Cherie Blair Foundation for Women**, Career Mentor for entrepreneurs in emerging markets
2017 – 2018 **One Degree Academy**, Mentor for underprivileged primary school students in the UK
2015 – 2017 **Arts Educational Schools London**, Board Member, Part Time Foundation Sub-committee

INDUSTRY EXPERIENCE

2016 – 2019 **MEDALLIA, London**, Professional Services Manager (2018-19), Senior Analyst (2016-17)
2012 – 2014 **PWC, Silicon Valley**, Senior Associate (2014), Associate (2012-13)

PROFESSIONAL MEMBERSHIPS

Academy of Management
Association for Psychological Science
Social Network Society
Society for Personality and Social Psychology

REFERENCES

Dr. Aneeta Rattan
Professor of Organisational Behaviour at London Business School

Dr. Raina Brands
Associate Professor at UCL School of Management

Dr. Adam Kleinbaum
Professor of Organizational Behavior at the Tuck School of Business at Dartmouth